Labour Market Trends

Northwest Territories – 1999

Northwest Territories Bureau of Statistics

Labour Market Trends

Northwest Territories – 1999

Bureau of Statistics
Government of the Northwest Territories
November 2001

Table of Contents

Overview 1-1

Men 2-1

Women 3-1

Non-Aboriginals Persons 4-1

Aboriginals Persons 5-1

Aboriginal Men 6-1

Aboriginal Women 7-1

Yellowknife 8-1

Hay River, Ft. Smith & Inuvik 9-1

Smaller NWT Communities 10-1

Youth 11-1

Older Workers 12-1

Less Than High School Diploma 13-1

Post-Secondary Education 14-1

Appendixes

A. Canada: Statistical Overview 15-1

B. Concepts & Definitions 16-1

Labour Market Trends
- Overview -

Introduction

Labour Market Trends is designed to be a reference document for the Government of the Northwest Territories staff and others that work on labour market issues and require good, readily accessible labour market information. Rather than being organized by subject areas such as employment or education, the document consolidates labour market information by sector or segment of the territorial population.

This first edition includes profiles of men, women, non-aboriginal people, aboriginal people, aboriginal men, aboriginal women, Yellowknife, the regional centers of Hay River, Inuvik and Fort Smith, and smaller communities. Profiles are also presented on youth in the Northwest Territories and older workers, and for persons with less than a high school education and for those with a post-secondary education.

In addition to providing statistical comparisons for each group to the territorial average, Canadian information is also used as a reference point in the analysis. The entire set of information used for Canada is provided in Appendix A.

Labour Market Trends is being produced, in part, with funding provided by the College & Career Development Division of the Department of Education, Culture & Employment.

Data Sources

The data for the Northwest Territories profiles is primarily from the 1999 NWT Labour Force Survey. This survey was designed to provide community level estimates of labour force activity and included some 6,410 respondents, in total. For more information on the 1999 NWT Labour Force Survey, including community results and detailed tabulations, visit the NWT Bureau of Statistics web site at http://www.stats.gov.nt.ca.

Historical comparisons for the Northwest Territories are based on previous labour force surveys and from the national Census. Some caution needs to be used when comparing labour market information from the Census and the labour force surveys. The census is completed in the March to June period in most NWT communities. In comparison, the labour force surveys completed by the NWT Bureau of Statistics are completed during the January to March period. These seasonal differences can have some impact on labour force data, particularly for employment in seasonal industries like construction.

Canadian data used in this document are annual averages for 1999, for the information collected as part of the national monthly labour force survey completed by Statistics Canada.

Future Updates

Statistics Canada, in cooperation with the NWT Bureau of Statistics, has begun collection of the monthly LFS in the Northwest Territories. As annual data from this survey becomes available, these profiles will be updated in order to ensure users the most currently available information on the NWT labour market. It is expected that the first annual data from this new survey will be available for 2001.

Men: Statistical Overview

Labour Force Activity

	Men	Total NWT
Population 15 Years & Over	15,540	29,506
Labour Force	12,755	23,090
Employed	10,787	19,920
Unemployed	1,968	3,170
Participation Rate	82.1%	78.3%
Unemployment Rate	15.4%	13.7%
Employment Rate	69.4%	67.5%

Selected Employment Rates

	Men	Total NWT
Aboriginal	46.0%	47.9%
Non-Aboriginal	88.0%	84.1%
15 - 24 Years	42.4%	44.6%
25 - 44 Years	82.2%	79.7%
45 Years & Over	67.2%	63.2%
Yellowknife	82.7%	79.5%
Hay River, Ft Smith & Inuvik	73.1%	70.9%
Smaller NWT Communities	49.1%	48.4%
Less than Grade 9	27.8%	26.0%
Grade 9 - 11	51.5%	49.1%
High School Diploma	77.2%	76.5%
Certificate or Diploma	82.8%	81.1%
University Degree	91.5%	89.9%
1999	69.4%	67.5%
1996	70.3%	68.2%
1994	66.3%	65.7%
1991	73.1%	69.3%
1989	69.2%	65.8%

Employed Persons

	Men		Total NWT	
Employed Persons	10,787	100.0%	19,920	100.0%
Full-Time	9,713	90.0%	16,897	84.8%
Part-Time	874	8.1%	2,723	13.7%

Top 5 Occupations – Men

1. Truck & Taxi Drivers 4.8%
2. Heavy Equipment Operators 4.3%
3. Trades Helpers 3.6%
4. Policy & Program Officers 3.2%
5. Cleaners 3.1%

Top 5 Occupations – Total NWT

1. Administrative Occupations 5.5%
2. Cleaners 3.8%
3. Social Service & Community Workers 3.6%
4. Clerical Occupations 3.2%
5. School Teachers 3.2%

Top 5 Industries – Men

1. Territorial Administration 13.5%
2. Mining 7.4%
3. Local Administration 6.9%
4. Construction Contracting 6.7%
5. Federal Administration 4.9%

Top 5 Industries – Total NWT

1. Territorial Administration 14.2%
2. Local Administration 7.4%
3. Educational Services 7.1%
4. Federal Administration 4.4%
5. Mining 4.4%

Potential Labour Supply

	Men		Total NWT	
Not Working & Want a Job	2,791	100.0%	5,158	100.0%
Aboriginal	2,255	80.8%	3,944	76.5%
Non-Aboriginal	536	19.2%	1,214	23.5%
15 - 24 Years	1,079	38.7%	1,940	37.6%
25 - 39 Years	1,190	42.6%	2,314	44.9%
45 Years & Over	523	18.7%	904	17.5%
Yellowknife	646	23.1%	1,405	27.2%
Hay River, Ft Smith & Inuvik	503	18.0%	987	19.1%
Smaller NWT Communities	1,642	58.8%	2,766	53.6%
Less than Grade 9	688	24.7%	1,160	22.5%
Grade 9 - 11	876	31.4%	1,725	33.4%
High School With Diploma	356	12.8%	721	14.0%
Certificate or Diploma	676	24.2%	1,205	23.4%
University Degree	94	3.4%	220	4.3%

Annual Work Patterns - 1998

	Men	Total NWT
Worked at Job or Business	85.4%	82.6%
Less than 4 Months	10.7%	10.5%
4 to 9 Months	15.8%	15.3%
10 Months or More	56.6%	54.5%

Historical Highest Level of Schooling Working

	1999	1994	1989
Men			
Less than Grade 9	12.3%	15.2%	22.0%
Grade 9 - 11	18.9%	19.0%	15.2%
High School With Diploma	18.1%	17.3%	18.5%
Certificate or Diploma	34.8%	31.0%	29.7%
University Degree	13.7%	14.8%	13.9%
Total NWT			
Less than Grade 9	12.8%	15.6%	22.5%
Grade 9 - 11	19.1%	19.1%	17.1%
High School Diploma	19.6%	18.9%	19.9%
Certificate or Diploma	32.5%	29.7%	27.5%
University Degree	14.0%	14.6%	12.4%

Men

Introduction

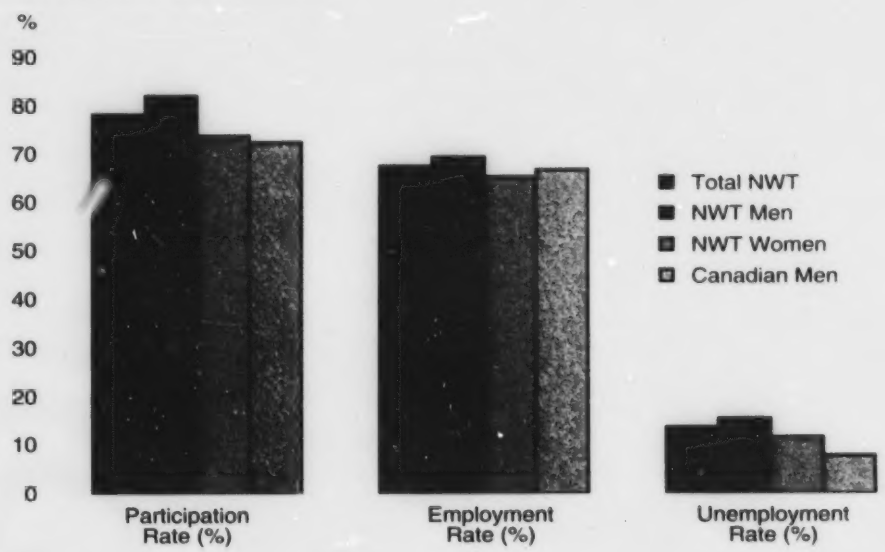
More men than women live in the NWT. In winter 1999, for example, the estimated count of men 15 years of age and over was 15,540, more than 1,500 higher than the female population 15 years and over. Men have historically been a larger segment of the NWT labour market. However, in recent years, their labour force participation and employment rates have slipped compared to the increases observed among women. Yet compared to men nationally, NWT men are considerably more involved in the labour market.

Employment and Unemployment for NWT Men

In winter 1999, an estimated 15,540 men 15 years of age or over, the population reference group for labour force surveys, lived in the NWT. Of these, some 12,755 men were in the labour force, for a participation rate of 82.1%. This rate was considerably above the average observed for NWT women (74.0%) and compared to men nationally (72.5%). Unlike NWT women, however, labour force participation among men territorially rose only marginally from the level observed ten years earlier (80.7%).

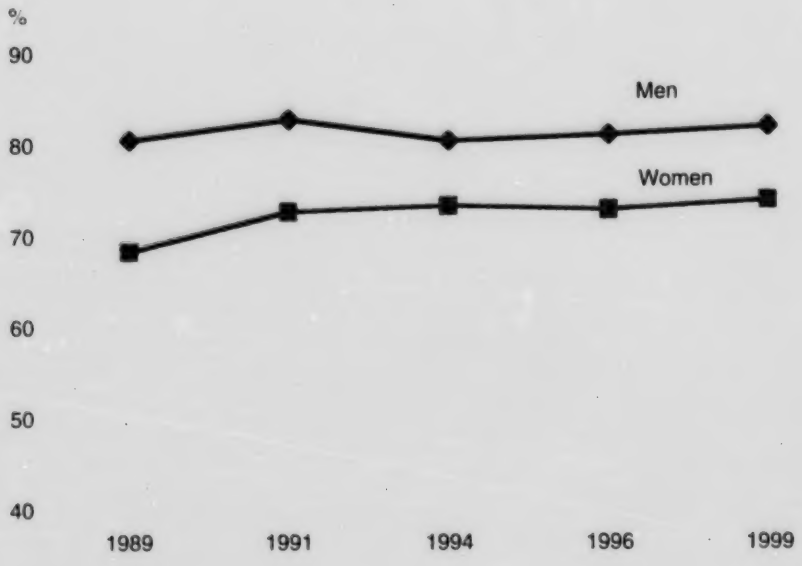
A total of 10,787 NWT men were working at a job during winter 1999, for a 69.4% employment rate. This statistic was somewhat higher than the 65.4% figure for NWT women and also above the 66.8% rate among men nationally. Unlike rates for NWT women, however, the employment level for men was virtually unchanged since 1989, when 69.2% of men were working.

NWT men participate in the territorial labour force somewhat more than women and have a higher unemployment rate ...

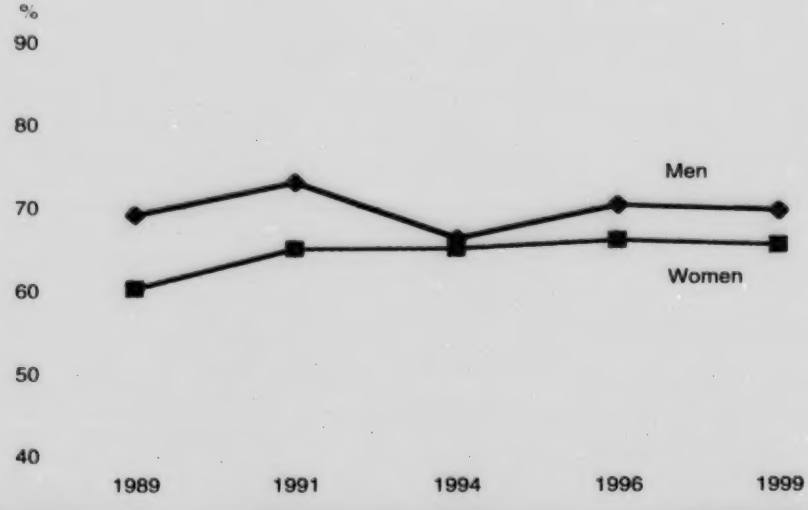


Looking at unemployment among NWT men, during winter 1999, an estimated 1,968 men were both not working and actively looking for work, for an unemployment rate of 15.4%. This figure compares to a lower statistic for NWT women (11.6%) and represents an increase over the NWT winter 1989 unemployment rate of 14.2% for men. The 1999 unemployment rate for NWT men was also considerably higher than the comparable statistic nationally (7.8%).

Participation rates (%) for NW T men have remained nearly the same since 1989 ...



As have their employment rates (%) ...

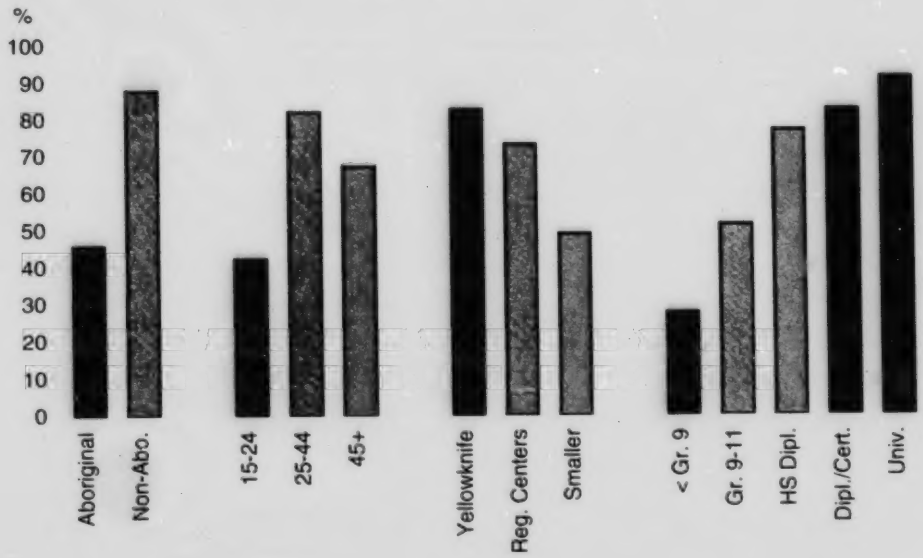


Selected Employment Rates for NWT Men

Employment rates for NWT men (the percentage of males 15 years of age and over with a job) differ markedly between aboriginal and non-aboriginal persons, but also according to age group, community size and education level.

As noted, a particularly large employment rate differences is observed between aboriginal and non-aboriginal men. To illustrate, in winter 1999, the employment level for non-aboriginal men stood at 88.0% compared to only 46.0% among aboriginal men. In addition, much higher employment (82.2%) was observed for men 25-44 years of age, particularly compared to male youths, but also older men. Men are also more likely to have a job when they reside in the larger NWT centers. In Yellowknife, for example, some 82.7% of men had a job during winter 1999, compared to 73.1% for Hay River, Ft. Smith and Inuvik, and only 49.1% employment in smaller communities. Moreover, education level considerably impacts employability. Just 27.8% of NWT men with less than Grade 9 were working in winter 1999. This figure compares to 77.2% with a high school diploma being employed, 82.8% with a trades or college certificate or diploma, and 91.5% with a university degree.

Employment rates (%) among NWT men vary considerably depending upon ethnic group, age, community size and education level ...



Employment Patterns Among NWT Men

NWT men are more likely than women to be employed full time. In winter 1999, an estimated 90.0% of employed men worked full-time while 8.1% worked part-time. The corresponding statistics for NWT women were 78.7% full-time and 20.2% part-time workers. Nationally, employed men were about as likely as their NWT counterparts to be working full-time (89.7%).

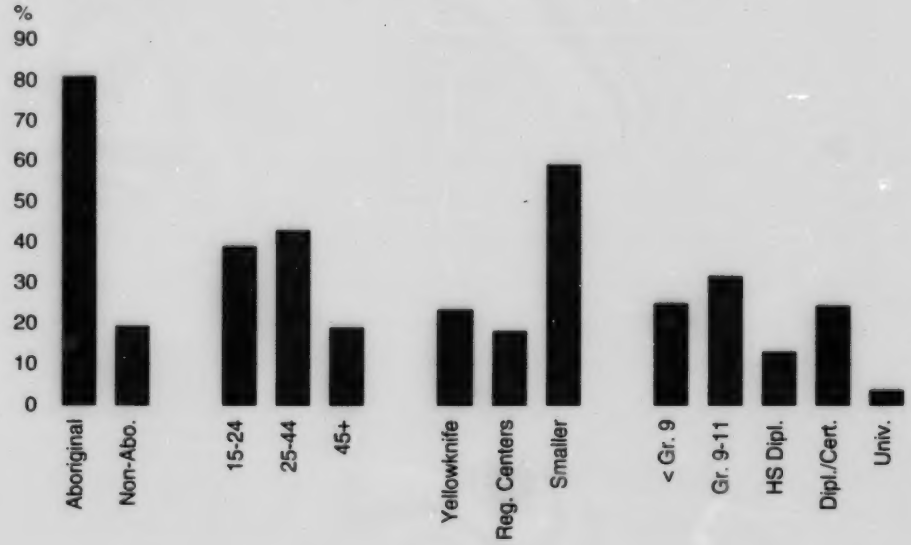
The top five occupations among NWT men, totaling 19.0% of male employment, were Truck & Taxi Drivers, Heavy Equipment Operators, Trades Helpers, Policy & Program Officers, and Cleaners. The top five industries, accounting for 39.5% of men with jobs, were Territorial Administration, Mining, Local Administration, Construction Contracting, and Federal Administration.

Potential Labour Supply for NWT Men

Potential labour supply is defined as those persons who are not working and who want a job. This definition includes both persons who are officially unemployed (i.e., looking for a job) and those who are not actively looking for work. The potential labour supply and its characteristics are an important consideration in labour market planning for men, as this is the group of men who are currently available for employment.

For NWT men, as with most groups, the potential labour force statistic is considerably higher than the official count of unemployed. In winter 1999, an estimated 2,791 men were not working and also reported they wanted a job. Compared to the official unemployment estimate of 1,968 for men territorially, the potential labour force figure is some 800 persons higher (or 42%). For NWT women, the potential labour force was almost twice the count of unemployed.

The NWT male potential labour force (%) is disproportionately aboriginal, young and living in smaller communities, and has less than high school graduation ...



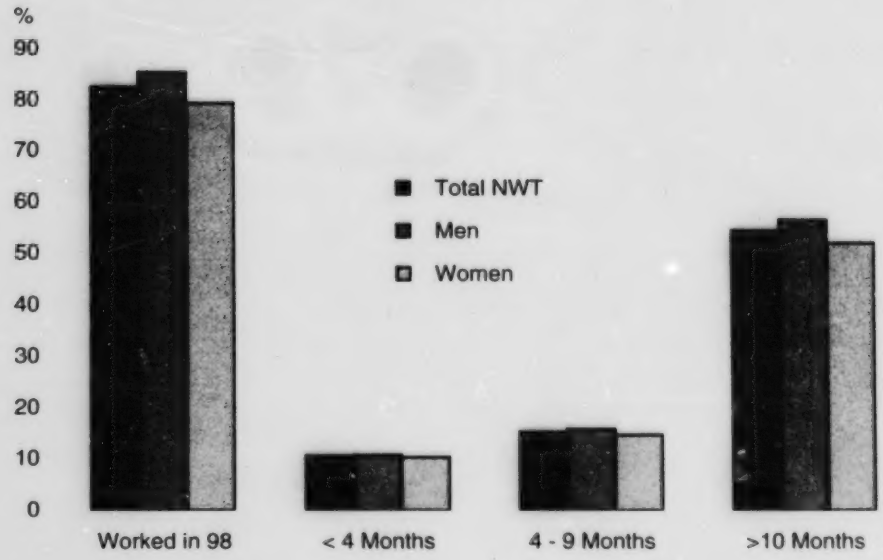
Among NWT men, the potential labour supply is disproportionately:

- aboriginal (80.8%);
- young (38.7% are 15-24 years of age);
- living in the smaller communities (58.8%); and
- with less than high school graduation (56.1%).

Annual Work Patterns for NWT Men

The 1999 NWT labour force asked about employment during the previous year. Somewhat more NWT men than women worked during 1998, with 85.4% for men, compared to 79.4% for women. However, men who worked in 1998 reported employment during the same number of months as women. That is, the number months with employment did not vary significantly with gender.

Men and women who worked in 1998 (%) were employed during approximately the same number of months during the year ...

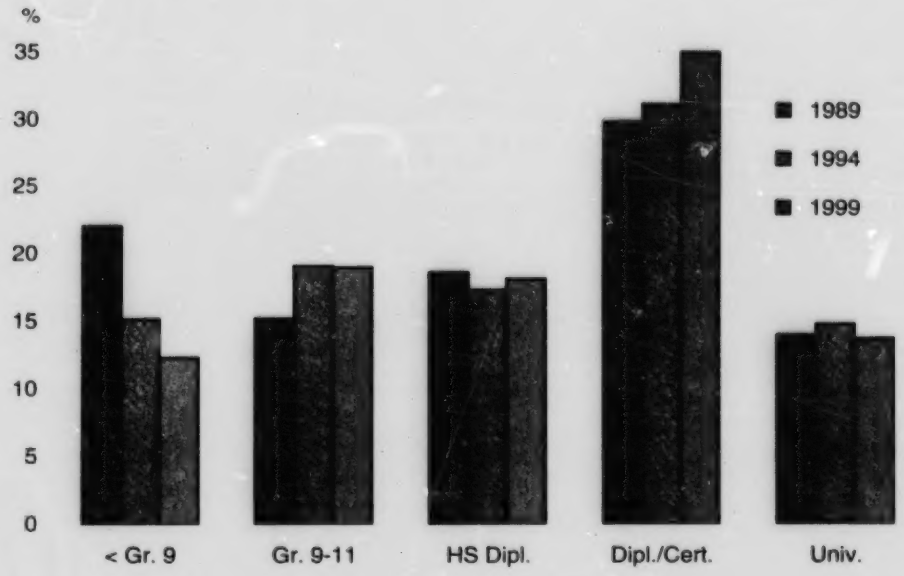


Historical Level of Education for NWT Men

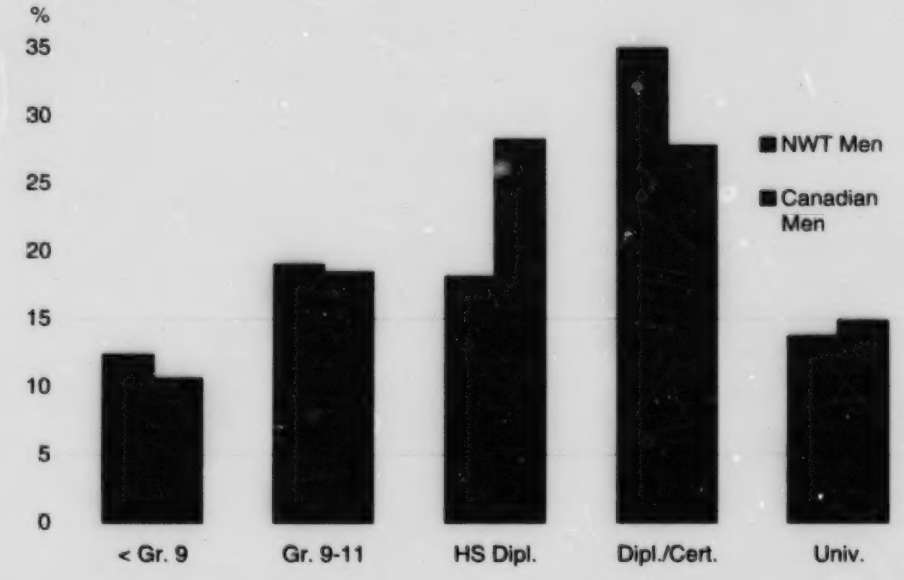
Since winter 1989, education levels have improved somewhat among NWT men. This development is good news for employability, although not directly addressing the lack of employment opportunities for those men who live in the smaller NWT communities.

Compared to 1989, far fewer NWT men now have less than Grade 9 education. This improvement reflects population factors (e.g., aging) as well as the fact that children are staying in school, due in good measure to the extension of grade level offerings outside the larger centers. Particular improvements were also observed in the percentage of NWT men with a trades or college certificate or diploma (34.8%).

Education levels (%) are improving somewhat among NWT men ...



By winter 1999 the overall education level (%) of NWT men was quite similar to that seen nationally ...



Further, comparisons with national labour force statistics for 1999 indicate that NWT men are now approaching the education levels seen nationally for men. In particular, in winter 1999 some 66.6% of men territorially reported having a high school diploma or higher education level. This figure compares to 70.7% for Canadian men.

Women: Statistical Overview

Labour Force Activity

	Women	Total NWT
Population 15 Years & Over	13,965	29,506
Labour Force	10,333	23,090
Employed	9,132	19,920
Unemployed	1,201	3,170
Participation Rate	74.0%	78.3%
Unemployment Rate	11.6%	13.7%
Employment Rate	65.4%	67.5%

Selected Employment Rates

	Women	Total NWT
Aboriginal	49.9%	47.9%
Non-Aboriginal	79.4%	84.1%
15 - 24 Years	47.1%	44.6%
25 - 44 Years	77.0%	79.7%
45 Years & Over	58.5%	63.2%
Yellowknife	76.0%	79.5%
Hay River, Ft Smith & Inuvik	68.5%	70.9%
Smaller NWT Communities	47.5%	48.4%
Less than Grade 9	24.1%	26.0%
Grade 9 - 11	46.5%	49.1%
High School Diploma	75.8%	76.5%
Certificate or Diploma	79.0%	81.1%
University Degree	88.2%	89.9%
1999	65.4%	67.5%
1996	66.0%	68.2%
1994	65.1%	65.7%
1991	65.1%	69.3%
1989	60.3%	65.8%

Employed Persons

	Women		Total NWT	
Employed Persons	9,132	100.0%	19,920	100.0%
Full-Time	7,185	78.7%	16,897	84.8%
Part-Time	1,849	20.2%	2,723	13.7%

Top 5 Occupations – Women

1. Administrative Occupations 9.0%
2. Clerical Occcupations 6.1%
3. Community & Social Service Workers 6.0%
4. School Teachers 5.4%
5. Cleaners 4.7%

Top 5 Occupations – Total NWT

1. Administrative Occupations 5.5%
2. Cleaners 3.8%
3. Social Service & Community Workers 3.6%
4. Clerical Occupations 3.2%
5. School Teachers 3.2%

Top 5 Industries – Women

1. Territorial Administration 15.0%
2. Educational Services 9.9%
3. Local Administration 7.9%
4. Hospitals 5.9%
5. Professional, Scientific & Technical Services 4.8%

Top 5 Industries – Total NWT

1. Territorial Administration 14.2%
2. Local Administration 7.4%
3. Educational Services 7.1%
4. Federal Administration 4.4%
5. Mining 4.4%

Potential Labour Supply

	Women		Total NWT	
Not Working & Want a Job	2,366	100.0%	5,158	100.0%
Aboriginal	1,689	71.4%	3,944	76.5%
Non-Aboriginal	677	28.6%	1,214	23.5%
15 - 24 Years	861	36.4%	1,940	37.6%
25 - 39 Years	1,124	47.5%	2,314	44.9%
45 Years & Over	382	16.1%	904	17.5%
Yellowknife	759	32.1%	1,405	27.2%
Hay River, Ft Smith & Inuvik	484	20.5%	987	19.1%
Smaller NWT Communities	1,124	47.5%	2,766	53.6%
Less than Grade 9	472	19.9%	1,160	22.5%
Grade 9 - 11	849	35.9%	1,725	33.4%
High School With Diploma	364	15.4%	721	14.0%
Certificate or Diploma	529	22.4%	1,205	23.4%
University Degree	127	5.4%	220	4.3%

Annual Work Patterns - 1998

	Women	Total NWT
Worked at Job or Business	79.4%	82.6%
Less than 4 Months	10.3%	10.5%
4 to 9 Months	14.7%	15.3%
10 Months or More	52.1%	54.5%

Historical Highest Level of Schooling

	1999	1994	1989
Women			
Less than Grade 9	13.4%	16.1%	23.0%
Grade 9 - 11	19.3%	19.2%	19.3%
High School With Diploma	21.4%	20.8%	21.5%
Certificate or Diploma	29.9%	28.2%	24.9%
University Degree	14.3%	14.4%	10.8%
Total NWT			
Less than Grade 9	12.8%	15.6%	22.5%
Grade 9 - 11	19.1%	19.1%	17.1%
High School Diploma	19.6%	18.9%	19.9%
Certificate or Diploma	32.5%	29.7%	27.5%
University Degree	14.0%	14.6%	12.4%

Women

Introduction

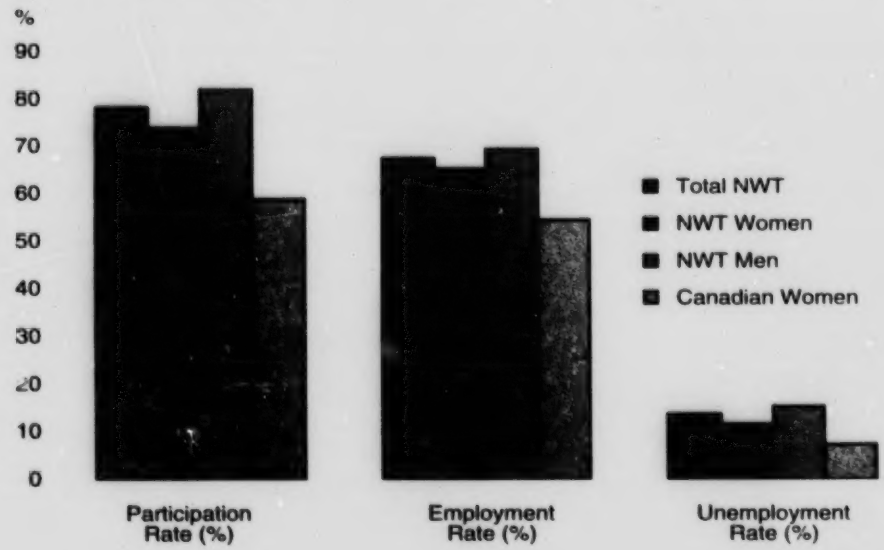
Fewer women than men live in the NWT. In winter 1999, for example, the estimated count of women 15 years of age and over was 13,965, about 1,500 fewer than the male population 15 years and over. Nevertheless, women have become an increasingly important segment of the NWT labour market over time, as growth in their labour force participation and employment rates outstrips the increases observed among men. As well, compared to women nationally, NWT women are considerably more involved in the labour market.

Employment and Unemployment for NWT Women

In winter 1999, an estimated 13,965 women 15 years of age or over, the population reference group for labour force surveys, lived in the NWT. Of these, some 10,333 women were in the labour force, for a participation rate of 74.0%. This rate was considerably below the average for NWT men (82.1%), but much higher when compared to women nationally (58.9%), and slightly above Canadian men (72.5%). Further, labour force participation among women territorially has increased considerably from the 68.4% level observed ten years earlier.

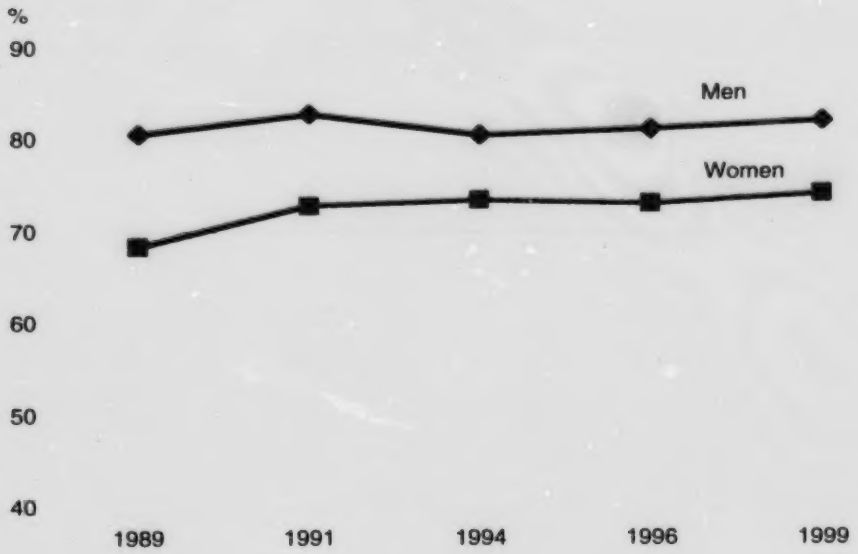
A total of 9,132 NWT women were working at a job during winter 1999, for a 65.4% employment rate. This statistic was somewhat lower than the 69.4% figure observed for NWT men, but well above the 54.6% employment rate for women nationally. As well, employment for NWT women grew considerably since 1989, when 60.3% of NWT women were working.

NWT women participate in the territorial labour force somewhat less than men and have lower unemployment rates ...

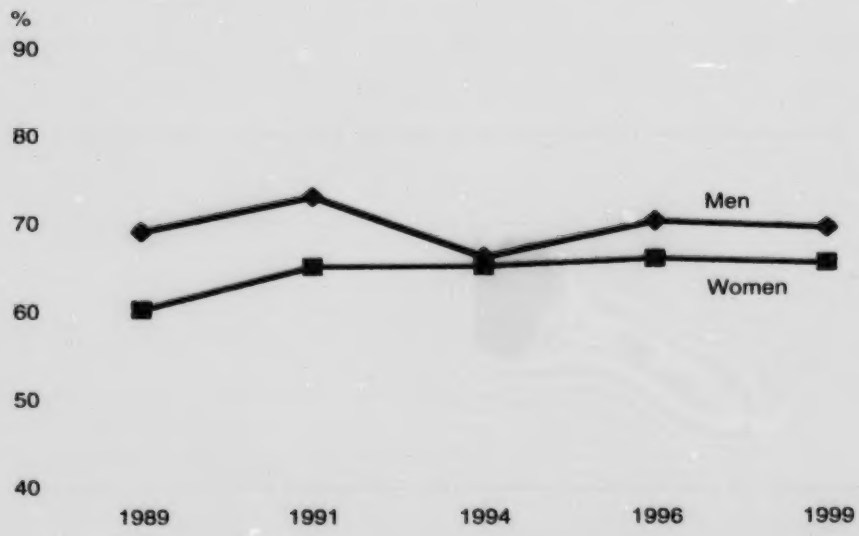


Looking at unemployment among NWT women, during winter 1999, an estimated 1,201 women were both not working and actively looking for work, for an unemployment rate of 11.6%. This figure compares to a much higher statistic for NWT men, 15.4% unemployment. However, the NWT unemployment rate for women was considerably higher than the comparable rate nationally which averaged 7.3% among women.

Participation rates (%) for NWT women have increased since 1989 ...



As have their employment rates (%) ...

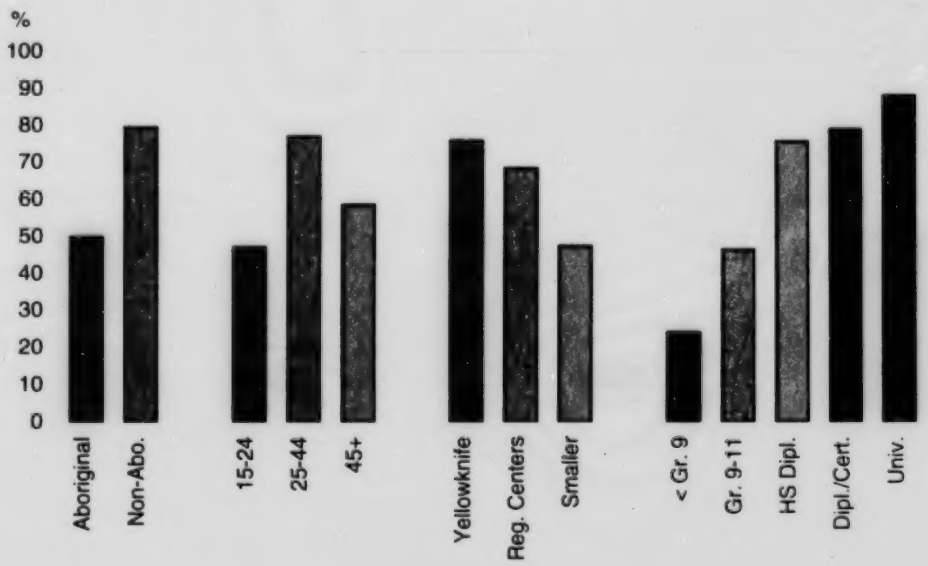


Selected Employment Rates for NWT Women

Employment rates for NWT women (percentage of females 15 years of age and over with a job) differ markedly between aboriginal and non-aboriginal persons, and according to age group, community size and education level.

As noted, a particularly large employment rate differences is observed between aboriginal and non-aboriginal women. To illustrate, in winter 1999, the employment level for non-aboriginal women stood at 79.4% compared to only 49.9% among aboriginal women. In addition, much higher employment (77.0%) was observed for women 25-44 years of age when compared to both female youth and older women. Women are also more likely to have a job when they reside in larger NWT centers. For Yellowknife, 76.0% of women were working during winter 1999, compared to 68.5% in Hay River, Ft. Smith and Inuvik, and just 47.5% in smaller communities. Moreover, education level again markedly impacts employability. Just 24.1% of NWT women with less than Grade 9 were working in winter 1999. This figure compares to 75.8% with a high school diploma being employed, 79.0% with a trades or college certificate or diploma, and 88.2% with a university degree.

Employment rates (%) among NWT women vary considerably depending upon ethnic group, age, community size and education level ...



Employment Patterns Among NWT Women

NWT women are more likely than men to be employed part time. In winter 1999, an estimated 78.7% of employed women worked full-time while 20.2% worked part-time. The corresponding statistics for NWT men were 90.0% full-time and 8.1% part-time workers. Nationally, employed women are more likely than their NWT counterparts to be working part-time (28.0%).

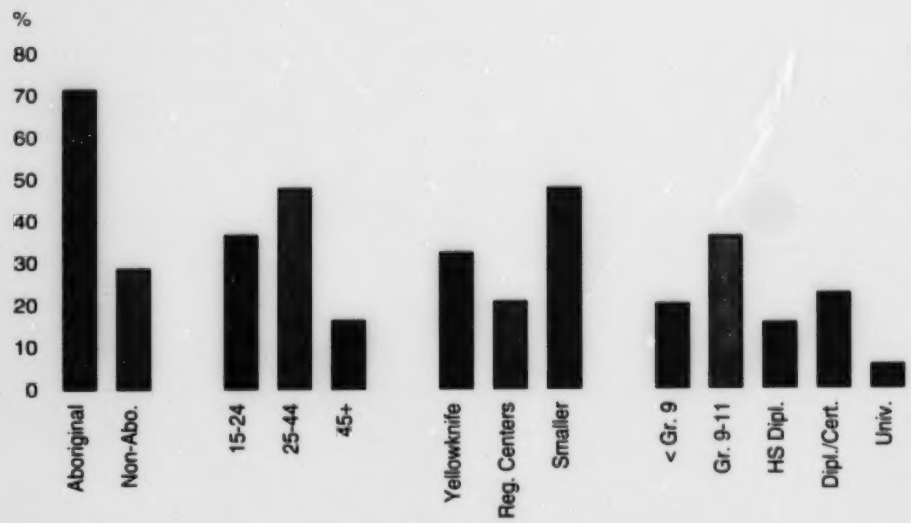
The top five occupations among NWT women, totaling 31.3% of female employment, were Administrative Occupations, Clerical Occupations, Community & Social Services Workers, School Teachers, and Cleaners. The top five industries, accounting for 43.5% of women with jobs, were Territorial Administration, Educational Services, Local Administration, Hospitals, and professional, Scientific & Technical Services.

Potential Labour Supply for NWT Women

Potential labour supply is defined as those persons who are not working and who want a job. This definition includes both persons who are officially unemployed (i.e., looking for a job) and those who are not actively looking for work. The potential labour supply and its characteristics are an important consideration in labour market planning for women, as this is the group of women who are currently available for employment. This group is often the focus of training and job creation programs.

For NWT women, as with most groups, the potential labour force statistic is considerably higher than the official count of unemployed. In winter 1999, an estimated 2,366 women were not working and also reported they wanted a job. Compared to the official unemployment estimate of 1,201 for women territorially, the potential labour force figure is some 1,100 persons higher (or 97%).

The NWT female potential labour force (%) is disproportionately aboriginal, young and living in smaller communities, and has less than high school graduation ...



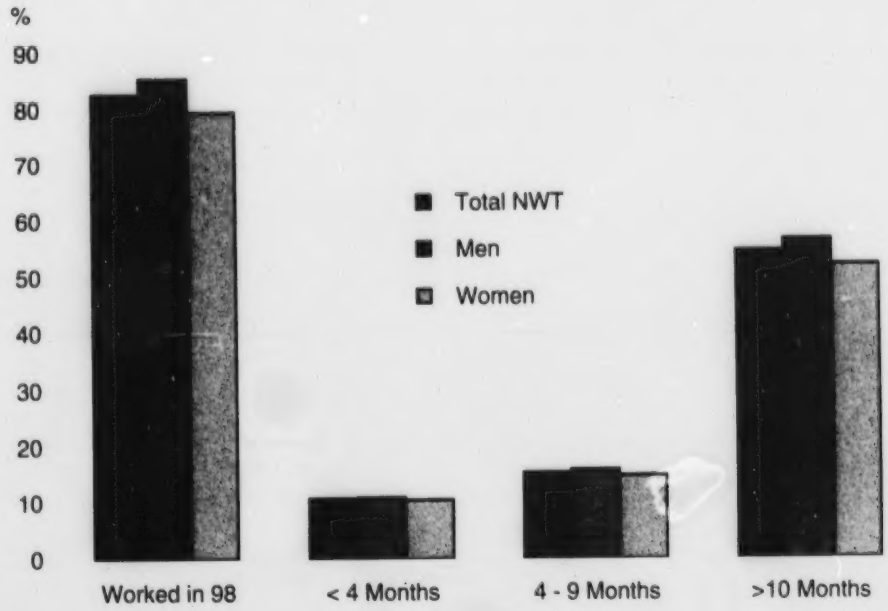
Among NWT women, the potential labour supply is disproportionately:

- aboriginal (71.4%),
- young (36.4% are 15-24 years of age),
- living in the smaller communities (47.5%), and
- with less than high school graduation (55.8%).

Annual Work Patterns for NWT Women

The 1999 NWT labour force asked about employment during the previous year. Somewhat fewer NWT women worked than men during 1998, some 79.4% for women compared to 85.4% for men. However, those women who worked in 1998 reported employment during the same number of months as men. That is, the number months with employment did not vary with gender.

Men and women who worked in 1998 (%) were employed during approximately the same number of months during the year ...

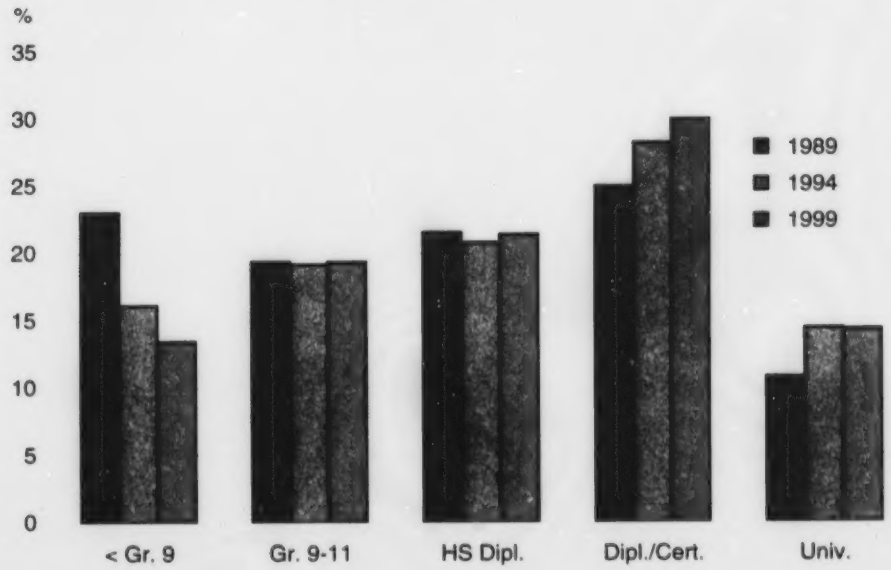


Historical Level of Education for Women

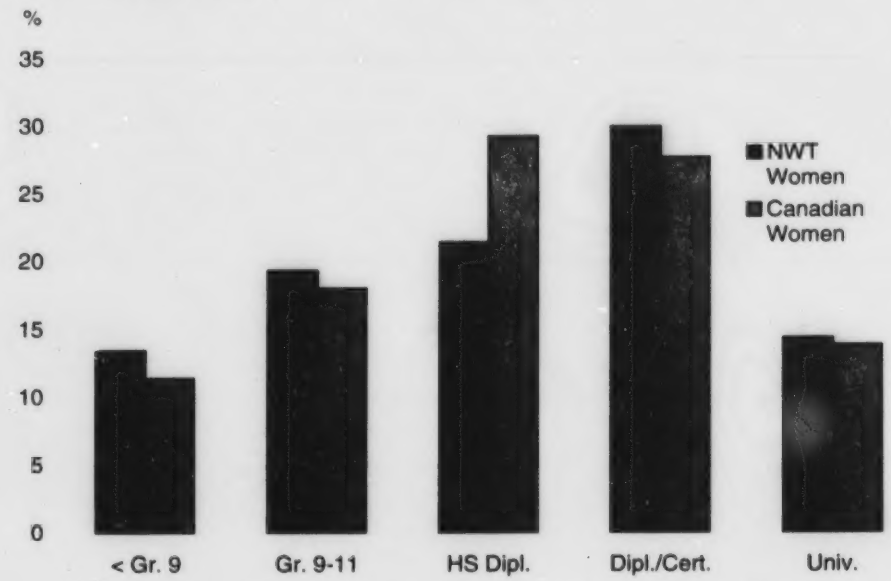
Since 1989, education levels have improved among NWT women. This development is good news for employability, although not directly addressing the lack of employment opportunities for those women who live in the smaller NWT communities.

Compared to 1989, far fewer NWT women now have less than Grade 9 education. This improvement reflects population factors (e.g., aging) as well as the fact that children are staying in school, due in good measure to the extension of grade level offerings outside the larger centers. Particular improvements were also observed in the percentage of NWT women with a trade or college certificate or diploma (29.9%) and those with a university degree (14.3%).

Education levels (%) are improving among NWT women ...



By winter 1999 the overall education level (%) of NWT women was becoming quite similar to that seen nationally ...



Further, comparisons with national labour force statistics for 1999 indicate that NWT women are approaching the education levels for women seen nationally. In particular, in winter 1999 some 65.6% of women territorially reported having a high school diploma or higher education level. This figure compares to 70.6% for Canadian women.

Non-Aboriginal Persons: Statistical Overview

Labour Force Activity

	Non-Aboriginal Persons	Total NWT
Population 15 Years & Over	15,999	29,506
Labour Force	14,266	23,090
Employed	13,450	19,920
Unemployed	816	3,170
Participation Rate	89.2%	78.3%
Unemployment Rate	5.7%	13.7%
Employment Rate	84.1%	67.5%

Selected Employment Rates

	Non-Aboriginal Persons	Total NWT
Male	88.0%	69.4%
Female	79.4%	65.4%
15 - 24 Years	65.7%	44.6%
25 - 44 Years	91.8%	79.7%
45 Years & Over	80.3%	63.2%
Yellowknife	84.1%	79.5%
Hay River, Ft Smith & Inuvik	83.2%	70.9%
Smaller NWT Communities	85.9%	48.4%
Less than Grade 9	49.4%	26.0%
Grade 9 - 11	69.7%	49.1%
High School Diploma	81.9%	76.5%
Certificate or Diploma	88.4%	81.1%
University Degree	90.5%	89.9%
1999	84.1%	67.5%
1996	83.2%	68.2%
1994	83.6%	65.7%
1991	85.3%	69.3%
1989	83.1%	65.8%

Employed Persons

	Non-Aboriginal Persons		Total NWT	
Employed Persons	13,450	100.0%	19,920	100.0%
Full-Time	11,683	86.9%	16,897	84.8%
Part-Time	1,636	12.2%	2,723	13.7%

Top 5 Occupations – Non-Aboriginal Persons

1. Administrative Occupations 5.2%
2. Teachers 3.6%
3. Policy & Program Officers 3.4%
4. Clerical Occupation 3.3%
5. Cleaners 3.2%

Top 5 Occupations – Total NWT

1. Administrative Occupations 5.5%
2. Cleaners 3.8%
3. Social Service & Community Workers 3.6%
4. Clerical Occupations 3.2%
5. School Teachers 3.2%

Top 5 Industries – Non-Aboriginal Persons

1. Territorial Administration 14.6%
2. Educational Services 7.4%
3. Professional, Scientific & Technical Services 5.4%
4. Mining 4.9%
5. Federal Administration 4.8%

Top 5 Industries – Total NWT

1. Territorial Administration 14.2%
2. Local Administration 7.4%
3. Educational Services 7.1%
4. Federal Administration 4.4%
5. Mining 4.4%

Potential Labour Supply

	Non-Aboriginal Persons		Total NWT	
Not Working & Want a Job	1,213	100.0%	5,158	100.0%
Male	536	44.2%	2,791	54.1%
Female	677	55.8%	2,367	45.9%
15 - 24 Years	476	39.2%	1,940	37.6%
25 - 39 Years	510	42.0%	2,314	44.9%
45 Years & Over	228	18.8%	904	17.5%
Yellowknife	854	70.4%	1,405	27.2%
Hay River, Ft Smith & Inuvik	242	20.0%	987	19.1%
Smaller NWT Communities	118	9.7%	2,766	53.6%
Less than Grade 9	48	4.0%	1,160	22.5%
Grade 9 - 11	268	22.1%	1,725	33.4%
High School With Diploma	352	29.0%	721	14.0%
Certificate or Diploma	346	28.5%	1,205	23.4%
University Degree	174	14.3%	220	4.3%

Annual Work Patterns - 1998

	Non-Aboriginal Persons	Total NWT
Worked at Job or Business	91.7%	82.6%
Less than 4 Months	5.7%	10.5%
4 to 9 Months	13.0%	15.3%
10 Months or More	71.9%	54.5%

Historical Highest Level of Schooling

	1999	1994	1989
Non-Aboriginal Persons			
Less than Grade 9	2.1%	3.0%	3.9%
Grade 9 - 11	10.7%	14.0%	14.1%
High School With Diploma	26.3%	25.9%	27.7%
Certificate or Diploma	35.4%	32.3%	32.7%
University Degree	24.3%	24.3%	21.2%
Total NWT			
Less than Grade 9	12.8%	15.6%	22.5%
Grade 9 - 11	19.1%	19.1%	17.1%
High School Diploma	19.6%	18.9%	19.9%
Certificate or Diploma	32.5%	29.7%	27.5%
University Degree	14.0%	14.6%	12.4%

Non-Aboriginal Persons

Introduction

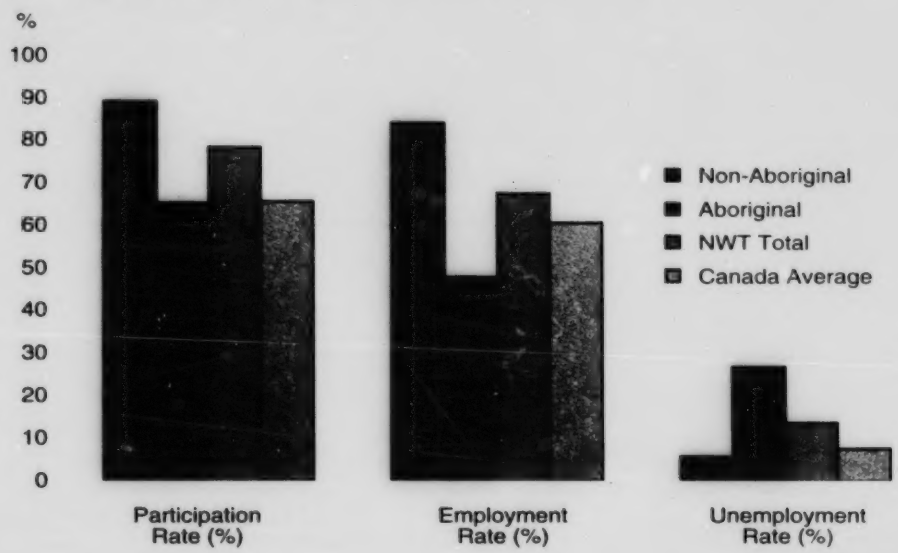
In the year 2000, there were an estimated 20,763 non-aboriginal persons living in the NWT, a figure just slightly higher than the territory's 20,509 non-aboriginal population in 1991. That year non-aboriginal persons were 53% of the territorial population. Now they are 49%. Many non-aboriginal persons have moved to the NWT for employment opportunities. They are better educated on average and more likely to move from the territory when NWT employment opportunities lessen. In winter 1999, non-aboriginal persons represented 54% of persons 15 years and over, comprised 62% of the labour force, and held 68% of the jobs.

Employment and Unemployment for NWT Non-Aboriginal Persons

In winter 1999, an estimated 15,999 non-aboriginal persons 15 years of age or over, the population reference group for labour force surveys, resided in the NWT. Of these, some 14,266 were in the labour force, for a participation rate of 89.2%. This high rate is considerably above the average for NWT aboriginals (65.3%) and also for labour force participation levels seen nationally (65.6%). Labour force participation among non-aboriginal persons territorially has also increased slightly from the 87.6% level observed ten years earlier.

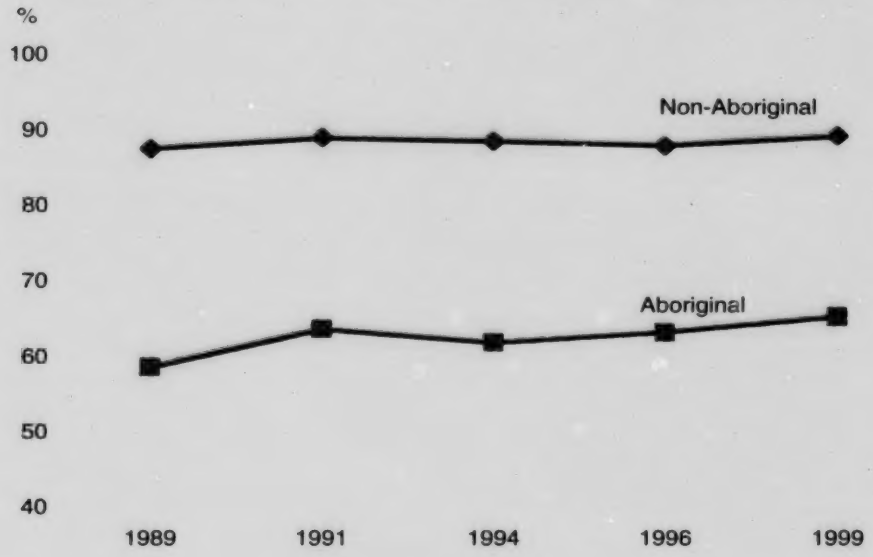
A total of 13,450 NWT non-aboriginal persons were working at a job during winter 1999, for an 84.1% employment rate. This statistic was almost twice the 47.9% employment observed among aboriginal persons, and also much higher than the 60.6% rate nationally. The employment rate among NWT non-aboriginal persons was virtually the same as in 1989, when 83.1% were working.

NWT non-aboriginal persons participate in the labour force considerably more than aboriginal persons and have much lower unemployment rates ...

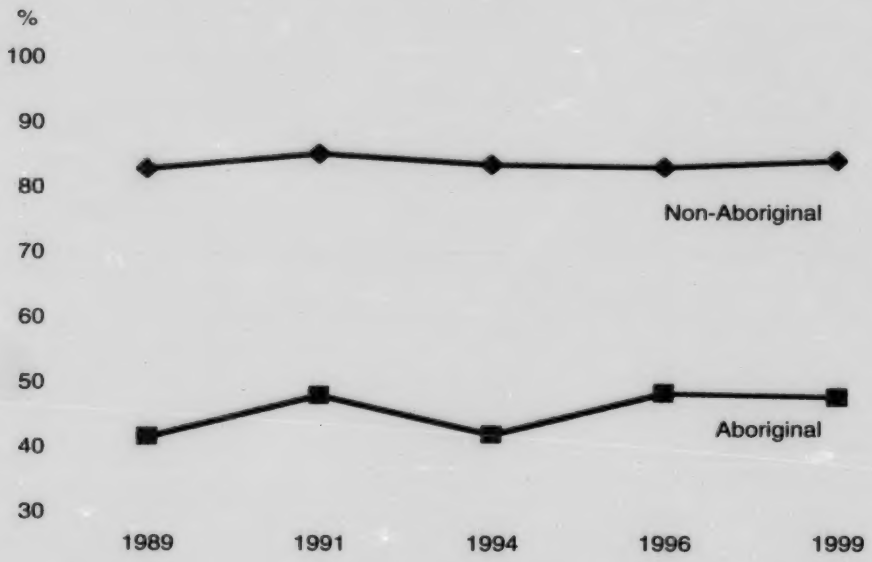


Looking at unemployment among NWT non-aboriginal persons, during winter 1999, an estimated 816 non-aboriginal persons were both not working and actively looking for work, for an unemployment rate of 5.7%. This figure compares to a much higher statistic for NWT aboriginals, 26.7% unemployment. Further, the unemployment rate for non-aboriginal persons was considerably below the 1999 rate nationally, which averaged 7.6%.

Participation rates (%) for NWT non-aboriginals increased only slightly since 1989 ...



While their employment rates (%) have stayed pretty much the same ...

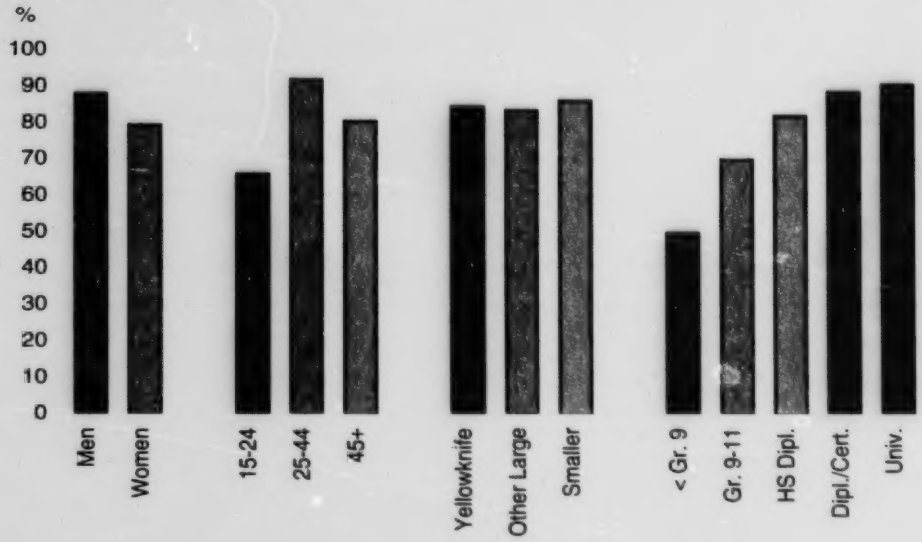


Selected Employment Rates for NWT Non-Aboriginal Persons

Employment rates among non-aboriginal persons (the percentage of persons 15 years and over with a job) vary mainly according to education, but also according to sex and age group. For example, in winter 1999, almost 88.0% of non-aboriginal men were employed compared to 79.4% of non-aboriginal women. Age was another significant factor, with the highest rate of employment again being observed among those 25-44 years of age (91.8%).

Employment among non-aboriginal persons varied little according to place of residence although a somewhat higher employment rate was observed in smaller communities (85.9%) compared to Yellowknife (84.1%) and Hay River, Ft. Smith and Inuvik (83.2%). Education level had a larger impact on employability. In winter 1999, less than one-half (49.4%) of non-aboriginals with less than Grade 9 education were employed. For those with some high school, the employment rate was 69.7%. Further, having a high school degree translated into 81.9% employment, while 88.4% of non-aboriginal persons with a trades or college certificate or diploma were working. The employment rate for those with a university degree was 90.5%.

Employment rates (%) among non- aboriginal persons vary mainly according to education level as well as age and sex ...



Employment Patterns Among NWT Non-Aboriginal Persons

NWT non-aboriginal persons are more likely than aboriginal persons to be employed full-time. In winter 1999, an estimated 86.9% of non-aboriginal persons who had a job worked full-time while 12.2% worked part-time. The corresponding statistics for NWT aboriginal persons were 80.6% full-time and 16.8% part-time workers. Nationally, employed persons were more likely to be working part-time (18.5%) compared to NWT non-aboriginal persons.

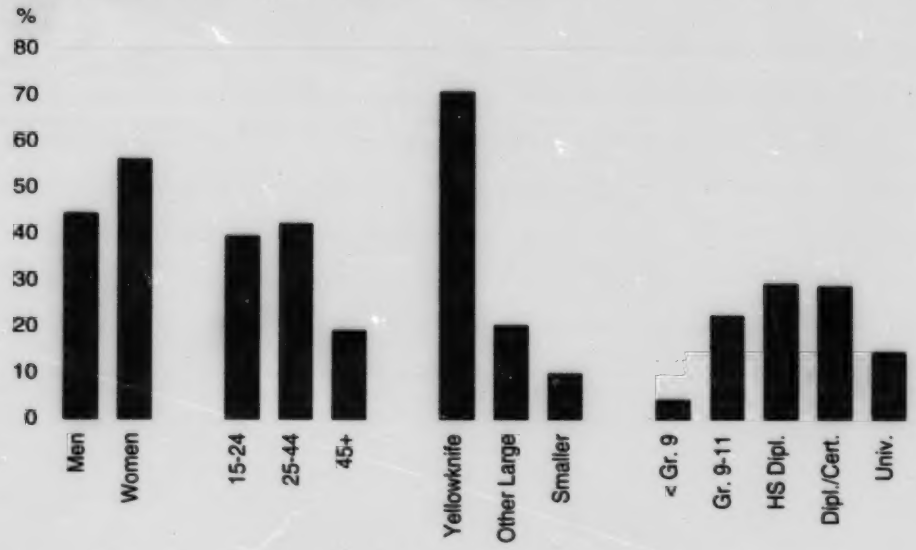
Non-aboriginal persons are employed at many occupations and in many industries. The top five occupations in Winter 1999 among non-aboriginals, representing 18.6% of employment, were Administrative Occupations, Teachers, Policy & Program Officers, Clerical Occupations, and Cleaners. The top five industries, accounting for 37.1% of those non-aboriginal persons with jobs, were Territorial Administration, Educational Services, Professional, Scientific & Technical Services, Mining, and Federal Administration.

Potential Labour Supply for NWT Non-Aboriginal Persons

Potential labour supply is defined as those persons who are not working and who want a job. This definition includes both persons who are officially unemployed (i.e., looking for a job) and those who are not actively looking for work. The potential labour supply and its characteristics are an important consideration in labour market planning, as this is the group who are currently available for employment. In the NWT, non-aboriginal persons are generally not the focus of training and job creation programs.

Among NWT non-aboriginal persons, as for most groups, the potential labour force statistic is considerably higher than the official count of unemployed. In winter 1999, an estimated 1,213 aboriginal persons were not working and also reported wanting a job. Compared to the official unemployment estimate of 816 for non-aboriginal persons territorially, the potential labour force figure is 397 persons higher (or 48.7%).

The potential labour force (%) among non-aboriginal persons is disproportionately female, young, well educated and living in Yellowknife ...



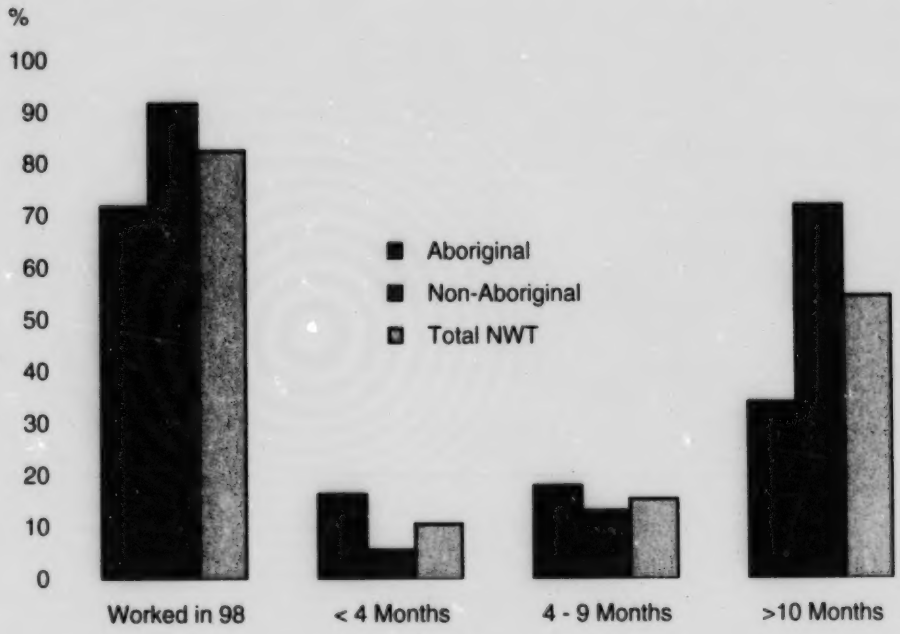
For the non-aboriginal population, the potential labour supply is disproportionately:

- female (55.8%);
- young (39.2% are 15–24 years of age);
- living in Yellowknife (70.4%); and
- with a trades or college certificate or diploma (28.5%).

Annual Work Patterns for NWT Non-Aboriginal Persons

The 1999 NWT labour force asked about months of employment during the previous year. Considerably more non-aboriginal persons worked during 1998, 91.7% compared to 71.7% for aboriginal persons. Also, NWT non-aboriginal employment represented more months during the year. For example, 71.9% of non-aboriginal persons worked during ten months or more, compared to a territorial average of 54.5%, and just 33.9% for aboriginal persons.

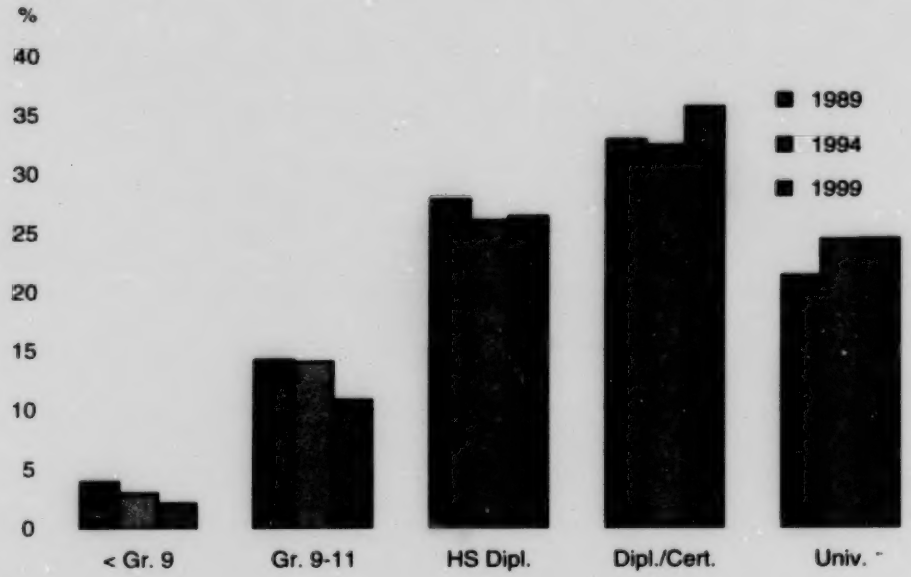
NWT non-aboriginal persons (%) are more likely to have worked in 1998 and were employed most of the year ...



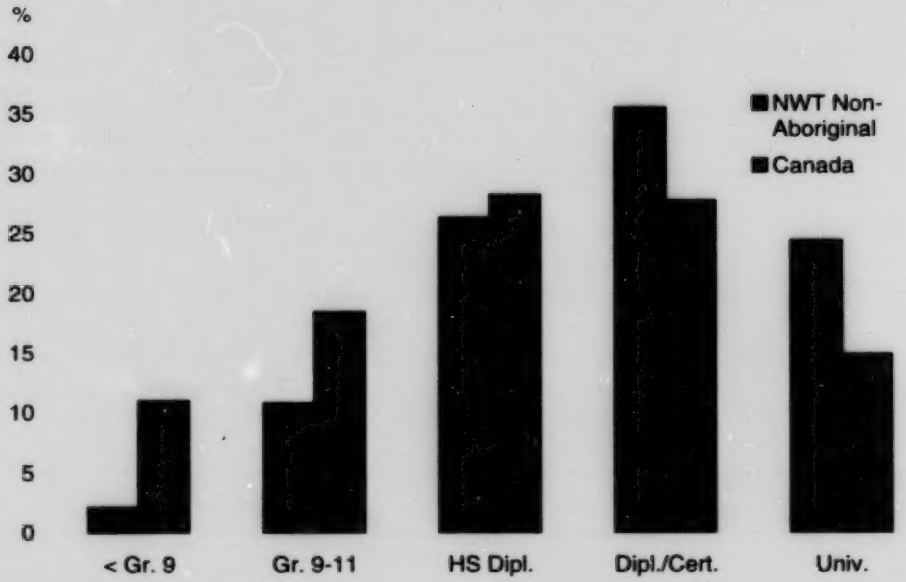
Historical Level of Education NWT Non-Aboriginal Persons

Education levels have remained high among NWT non-aboriginal persons. Since 1989, there has been a slight reduction in numbers of persons whose highest level of education was a high school diploma. However, in winter 1999, more non-aboriginal persons had achieved a trade or college certificate or diploma (35.4%) or a university degree (24.3%).

Education levels (%) have remained high among NWT non-aboriginal persons ...



And well above levels observed nationally (%) ...



Further, NWT non-aboriginal education levels exceeded comparable national statistics by a considerable margin. For example, in winter 1999, more NWT non-Aboriginals had a trade or college certificates and diploma (35.4% vs. 27.7%) or a university degree (24.3% vs. 14.8%).

Aboriginal Persons: Statistical Overview

Labour Force Activity

	Aboriginal Persons	Total NWT
Population 15 Years & Over	13,507	29,506
Labour Force	8,823	23,090
Employed	6,469	19,920
Unemployed	2,354	3,170
Participation Rate	65.3%	78.3%
Unemployment Rate	26.7%	13.7%
Employment Rate	47.9%	67.5%

Selected Employment Rates

	Aboriginal Persons	Total NWT
Male	46.0%	69.4%
Female	49.9%	65.4%
15 - 24 Years	29.4%	44.6%
25 - 44 Years	62.9%	79.7%
45 Years & Over	41.1%	63.2%
Yellowknife	59.2%	79.5%
Hay River, Ft Smith & Inuvik	57.4%	70.9%
Smaller NWT Communities	40.3%	48.4%
Less than Grade 9	23.7%	26.0%
Grade 9 - 11	40.1%	49.1%
High School Diploma	62.1%	76.5%
Certificate or Diploma	70.5%	81.1%
University Degree	80.3%	89.9%
1999	47.9%	67.5%
1996	48.5%	68.2%
1994	42.1%	65.7%
1991	48.2%	69.3%
1989	41.8%	65.8%

Employed Persons

	Aboriginal Persons		Total NWT	
Employed Persons	6,469	100.0%	19,920	100.0%
Full-Time	5,214	80.6%	16,897	84.8%
Part-Time	1,087	16.8%	2,723	13.7%

Top 5 Occupations – Aboriginal Persons

1. Administrative Occupations 6.2%
2. Community & Social Service Workers 5.6%
3. Cleaners 5.2%
4. Heavy Equipment Operators 4.7%
5. Cashiers 3.7%

Top 5 Occupations – Total NWT

1. Administrative Occupations 5.5%
2. Cleaners 3.8%
3. Social Service & Community Workers 3.6%
4. Clerical Occupations 3.2%
5. School Teachers 3.2%

Top 5 Industries – Aboriginal Persons

1. Local Administration 15.6%
2. Territorial Administration 13.5%
3. Educational Services 6.4%
4. Construction Contracting 5.3%
5. General Merchandise Stores 4.1%

Top 5 Industries – Total NWT

1. Territorial Administration 14.2%
2. Local Administration 7.4%
3. Educational Services 7.1%
4. Federal Administration 4.4%
5. Mining 4.4%

Potential Labour Supply

	Aboriginal Persons		Total NWT	
Not Working & Want a Job	3,944	100.0%	5,158	100.0%
Male	2,255	57.2%	2,791	54.1%
Female	1,689	42.8%	2,367	45.9%
15 - 24 Years	1,464	37.1%	1,940	37.6%
25 - 39 Years	1,804	45.7%	2,314	44.9%
45 Years & Over	676	17.1%	904	17.5%
Yellowknife	551	14.0%	1,405	27.2%
Hay River, Ft Smith & Inuvik	745	18.9%	987	19.1%
Smaller NWT Communities	2,648	67.1%	2,766	53.6%
Less than Grade 9	1,112	28.2%	1,160	22.5%
Grade 9 - 11	1,457	36.9%	1,725	33.4%
High School With Diploma	369	9.4%	721	14.0%
Certificate or Diploma	859	21.8%	1,205	23.4%
University Degree	47	1.2%	220	4.3%

Annual Work Patterns - 1998

	Aboriginal Persons	Total NWT
Worked at Job or Business	71.7%	82.6%
Less than 4 Months	16.3%	10.5%
4 to 9 Months	18.0%	15.3%
10 Months or More	33.9%	54.5%

Historical Highest Level of Schooling

	1999	1994	1989
Aboriginal Persons			
Less than Grade 9	25.6%	32.4%	46.2%
Grade 9 - 11	29.0%	25.8%	20.9%
High School With Diploma	11.7%	9.7%	10.0%
Certificate or Diploma	29.0%	26.2%	20.8%
University Degree	1.8%	1.8%	1.2%
Total NWT			
Less than Grade 9	12.8%	15.6%	22.5%
Grade 9 - 11	19.1%	19.1%	17.1%
High School Diploma	19.6%	18.9%	19.9%
Certificate or Diploma	32.5%	29.7%	27.5%
University Degree	14.0%	14.6%	12.4%

Aboriginal Persons

Introduction

The population of aboriginal persons living in the NWT includes North American Indians, who are primarily Dene, Métis and Inuit. At the time of the 1999 NWT labour force survey, aboriginal persons comprised just over half the NWT population (51.3%).

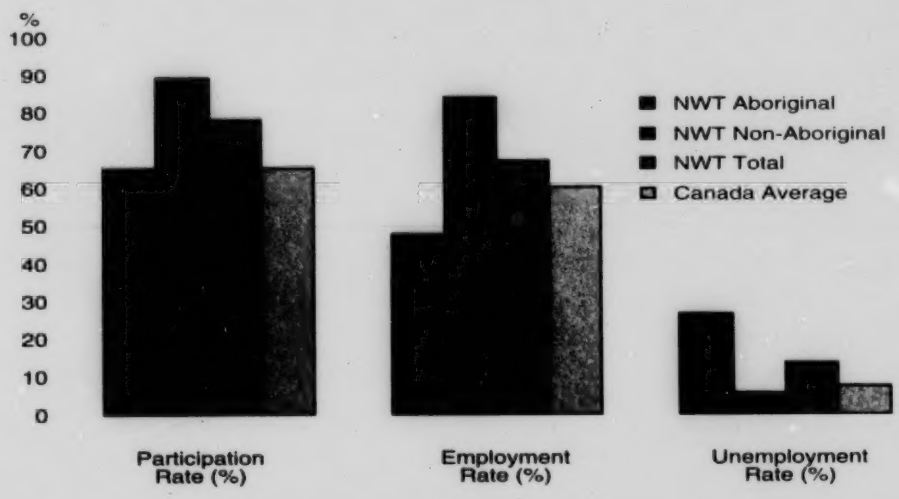
Unlike individuals who have moved to the NWT for employment opportunities, aboriginal persons are generally NWT residents from birth. They are also least likely to move from the territory. The NWT aboriginal population is therefore the long-term continuing workforce for the territory.

Employment and Unemployment for NWT Aboriginal Persons

In winter 1999, an estimated 13,507 aboriginal persons 15 years of age or over, the population reference group for labour force surveys, resided in the NWT. Of these, some 8,823 were in the labour force, for a participation rate of 65.3%. This rate is considerably below the average for NWT non-aboriginals (89.2%), but about the same level as labour force participation seen nationally (65.6%). Further, labour force participation among aboriginal persons territorially has increased considerably from the 58.7% level observed ten years earlier.

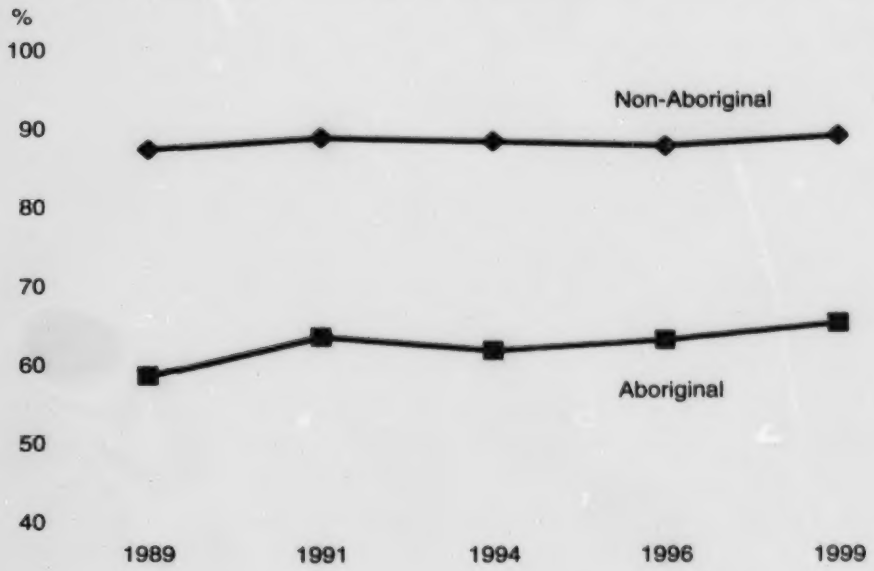
A total of 6,469 NWT aboriginal persons were working at a job during winter 1999, for a 47.9% employment rate. This statistic was considerably below the 84.1% employment figure observed among NWT non-aboriginals, and much lower than the 60.6% rate nationally. Nevertheless, the employment rate among NWT aboriginal persons has grown considerably since 1989, when just 41.8% of NWT aboriginal persons were working.

NWT aboriginal persons participate in the territorial labour force considerably less than non-aboriginals and have much higher unemployment rates ...

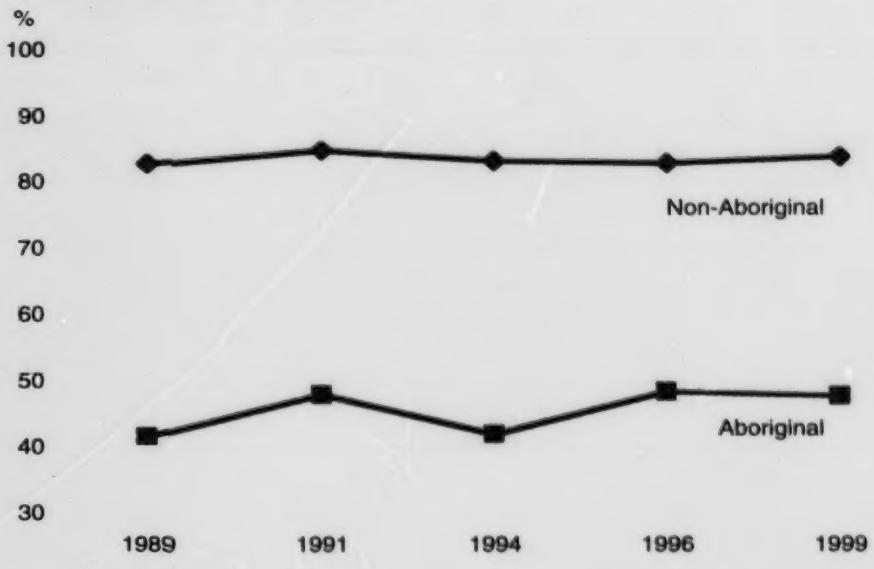


Looking at unemployment among NWT aboriginal persons, during winter 1999, an estimated 2,354 NWT aboriginal persons were both not working and actively looking for work, for an unemployment rate of 26.7%. This figure compares to a much lower statistic for NWT non-aboriginals, 5.7% unemployment. Further, the unemployment rate for aboriginal persons was considerably higher than the rate nationally, which averaged 7.6%.

Participation rates (%) for NWT aboriginals have increased considerably since 1989 ...



As have their employment rates (%) ...

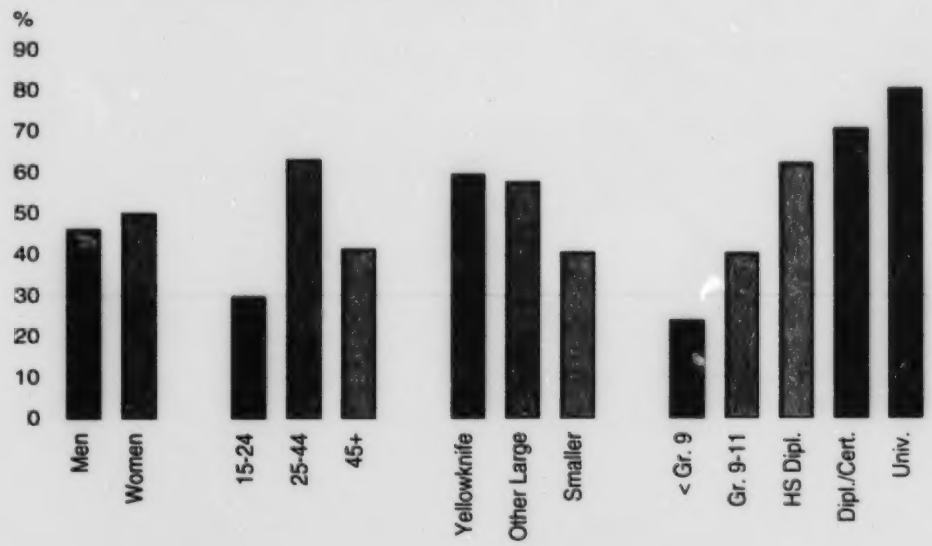


Selected Employment Rates for NWT Aboriginal Persons

Employment rates among aboriginal persons (percent of persons 15 years and over with a job) vary considerably according to demographic and other characteristics. For example, in winter 1999, almost one-half of aboriginal women (49.9%) were employed compared to 46.0% of men. Age is another important factor, with the highest rate of employment observed among those 25-44 years of age (62.9%).

Employment among aboriginal persons is much higher for those who live in Yellowknife and the other larger communities (Hay River, Ft. Smith and Inuvik) where there are more jobs. Here aboriginal employment was almost 60%, compared to 40.3% in the smaller communities. Education level once again markedly impacts employability. In winter 1999, less than 24% of aboriginal persons with less than Grade 9 education were employed. For those with some high school, employment was 40.1%. Further, having a high school degree meant 62.1% employment while 70.5% of aboriginal persons with a trades or college certificate or diploma were working. The employment rate among aboriginal persons with a university degree was 80.3%.

Employment rates (%) among NWT aboriginal persons vary considerably depending upon age, community size and education level ...



Employment Patterns Among NWT Aboriginal Persons

NWT aboriginal persons are less likely than non-aboriginals to be employed full-time. In winter 1999, an estimated 80.6% of aboriginal persons with a job worked full-time while 16.8% worked part-time. The corresponding statistics for NWT non-aboriginals were 86.9% full-time and 12.2% part-time workers. Nationally, employed persons were somewhat more likely to be working part-time (18.5%) compared to NWT aboriginal persons.

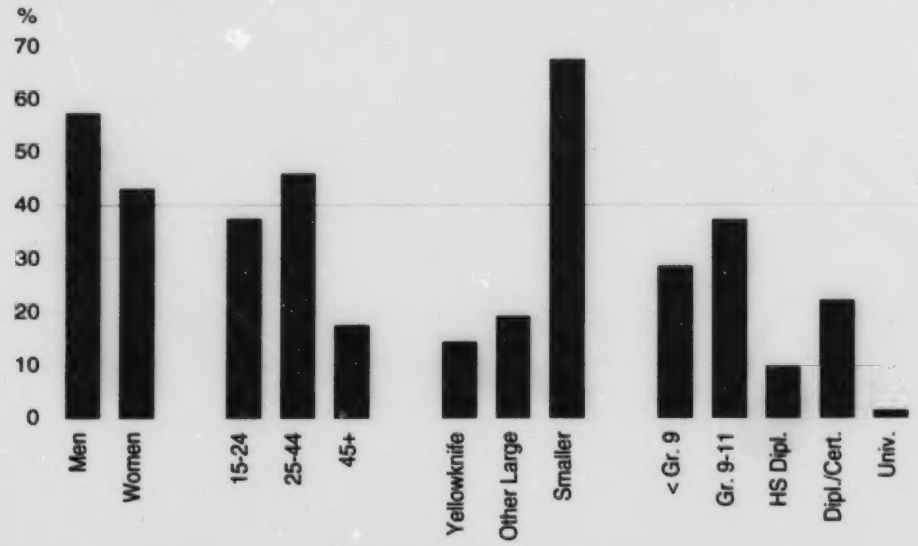
NWT aboriginal persons are employed in many occupations and industries. The top five occupations in winter 1999, representing in total 25.3% of aboriginal employment, were Administrative Occupations, Community & Social Services Workers, Cleaners, Heavy Equipment Operators, and Cashiers. The top five industries, accounting for 44.8% of those aboriginal persons with jobs, were Local Administration, Territorial Administration, Educational Services, Construction Contracting, and General Merchandise Stores.

Potential Labour Supply for NWT Aboriginal Persons

Potential labour supply is defined as those persons who are not working and who want a job. This definition includes both persons who are officially unemployed (i.e., looking for a job) and those who are not actively looking for work. The potential labour supply and its characteristics are an important consideration in labour market planning for aboriginal persons, as this is the group who are currently available for employment. In the NWT, aboriginal persons are often the focus of training and job creation programs.

Among NWT aboriginal persons, as for most groups, the potential labour force statistic is considerably higher than the official count of unemployed. In winter 1999, an estimated 3,944 aboriginal persons were not working and reported wanting a job. Compared to the official unemployment estimate of 2,354 for aboriginal persons territorially, the potential labour force figure is 1,590 persons higher (or 67.5%).

The potential labour force (%) among aboriginal persons is disproportionately male, young and living in smaller communities, and has less than high school graduation ...



For the aboriginal population, the potential labour supply is disproportionately:

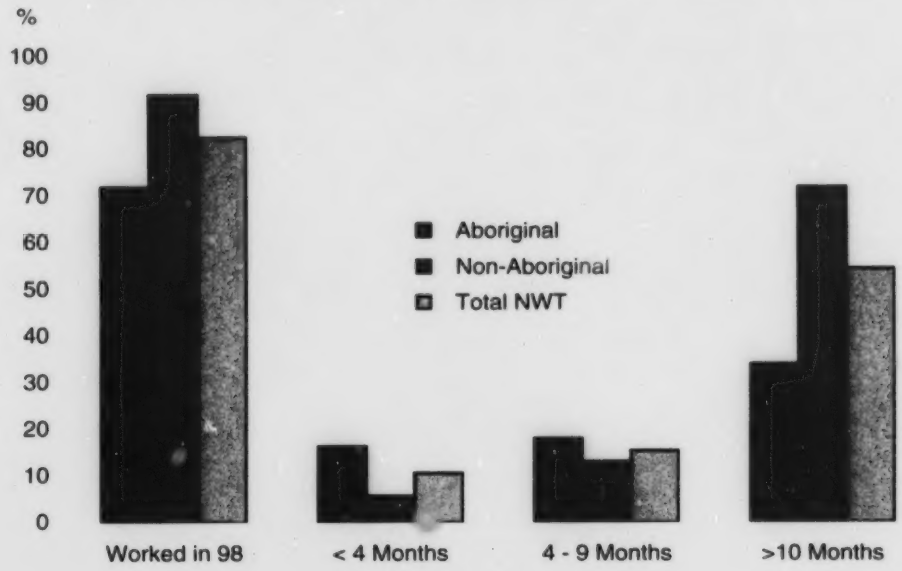
- male (57.2%);
- young (37.1% are 15–24 years of age);
- living in smaller NWT communities (67.1%); and
- with less than high school graduation (65.1%).

These potential labour force statistics indicate the challenge for the NWT labour market to employ more fully aboriginal persons, the need for better education levels and the need to bring jobs to where people are, or people to jobs.

Annual Work Patterns for NWT Aboriginal Persons

The 1999 NWT labour force asked about months of employment during the previous year. Considerably fewer aboriginal persons worked during 1998, 71.7% compared to 91.7% for non-aboriginals, and employment was for fewer months. For example, just 33.9% of aboriginal persons worked during ten months or more, compared to a territorial average of 54.5%, and 71.9% for non-aboriginals. Also, more aboriginal persons report working in less than four months during the year (16.3%).

NWT aboriginal persons (%) are employed fewer months during the year ...

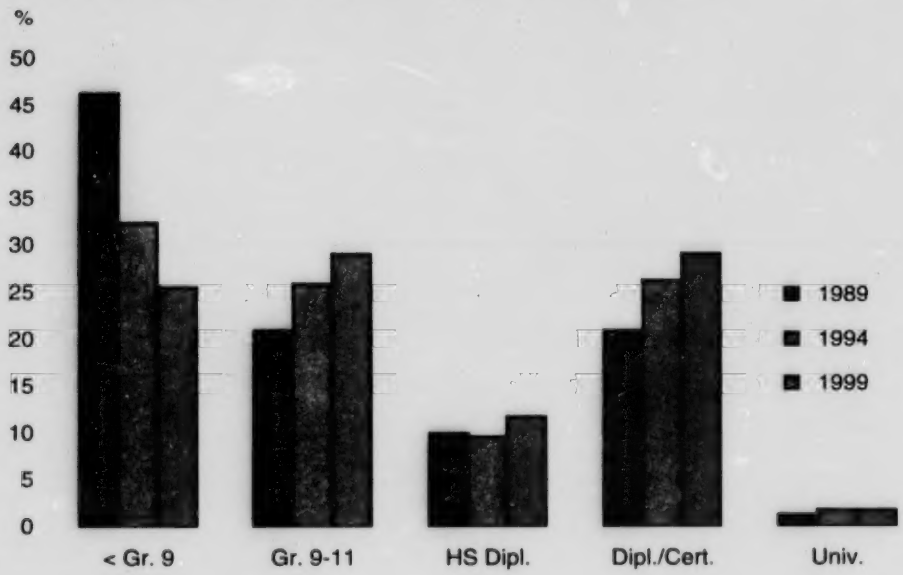


Historical Level of Education For NWT Aboriginal Persons

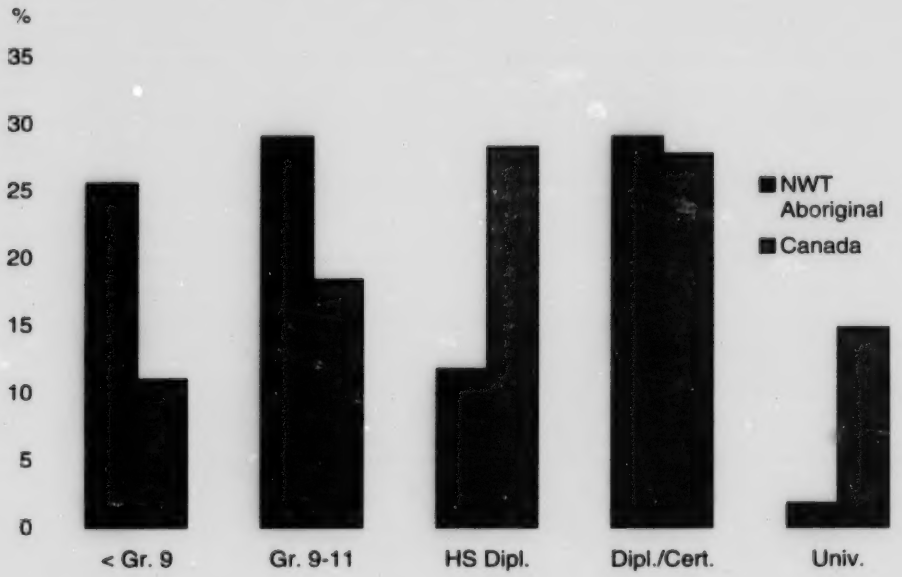
Since 1989, education levels have improved considerably among NWT aboriginal persons. This development is good news for employability, although not directly addressing the lack of employment opportunities for the large number of aboriginal persons who live in the smaller NWT communities.

Compared to 1989, far fewer aboriginal persons now have less than Grade 9 education. This improvement reflects population factors (e.g., aging) as well as the fact that children are staying in school, due in good measure to the extension of grade level offerings outside the larger centers.

Education levels (%) are improving among NWT aboriginal persons ...



But remain well below levels observed nationally (%) ...



Particular improvements are seen in the percentage of aboriginal persons with some high school (29.0%), and those with a trades or college certificate or diploma (29.0%). However, comparisons to Canadian labour force information for 1999 indicate that NWT aboriginal persons continue to have education levels well below those seen nationally.

Aboriginal Men: Statistical Overview

Labour Force Activity

	Aboriginal Men	Total NWT
Population 15 Years & Over	6,866	29,506
Labour Force	4,710	23,090
Employed	3,155	19,920
Unemployed	1,555	3,170
Participation Rate	68.6%	78.3%
Unemployment Rate	33.0%	13.7%
Employment Rate	46.0%	67.5%

Selected Employment Rates

	Aboriginal Men	Total NWT
15 - 24 Years	25.3%	44.6%
25 - 44 Years	62.1%	79.7%
45 Years & Over	40.3%	63.2%
Yellowknife	56.6%	79.5%
Hay River, Ft Smith & Inuvik	55.8%	70.9%
Smaller NWT Communities	39.1%	48.4%
Less than Grade 9	23.6%	26.0%
Grade 9 - 11	41.0%	49.1%
High School Diploma	52.5%	76.5%
Certificate or Diploma	67.3%	81.1%
University Degree	66.4%	89.9%
1999	46.0%	67.5%
1996	48.6%	68.2%
1994	40.6%	65.7%
1991	50.4%	69.3%
1989	43.4%	65.8%

Employed Persons

	Aboriginal Men		Total NWT	
Employed Persons	3,155	100.0%	19,920	100.0%
Full-Time	2,701	85.6%	16,897	84.8%
Part-Time	343	10.9%	2,723	13.7%

Top 5 Occupations – Aboriginal Men

1. Heavy Equipment Operators 9.5%
2. Trades Helpers 7.2%
3. Public Works Labourers 6.8%
4. Truck & Taxi Drivers 5.2%
5. Administrative Occupations 3.0%

Top 5 Occupations – Total NWT

1. Administrative Occupations 5.5%
2. Cleaners 3.8%
3. Social Service & Community Workers 3.6%
4. Clerical Occupations 3.2%
5. School Teachers 3.2%

Top 5 Industries – Aboriginal Men

1. Local Administration 16.4%
2. Territorial Administration 10.8%
3. Construction Contracting 10.0%
4. Mining 6.0%
5. Trade Contracting 5.3%

Top 5 Industries – Total NWT

1. Territorial Administration 14.2%
2. Local Administration 7.4%
3. Educational Services 7.1%
4. Federal Administration 4.4%
5. Mining 4.4%

Potential Labour Supply

	Aboriginal Men		Total NWT	
Not Working & Want a Job	2,255	100.0%	5,158	100.0%
15 - 24 Years	825	36.6%	1,940	37.6%
25 - 39 Years	1,026	45.5%	2,314	44.9%
45 Years & Over	404	17.9%	904	17.5%
Yellowknife	276	12.2%	1,405	27.2%
Hay River, Ft Smith & Inuvik	396	17.6%	987	19.1%
Smaller NWT Communities	1,583	70.2%	2,766	53.6%
Less than Grade 9	652	28.9%	1,160	22.5%
Grade 9 - 11	721	32.0%	1,725	33.4%
High School With Diploma	242	10.7%	721	14.0%
Certificate or Diploma	522	23.1%	1,205	23.4%
University Degree	43	1.9%	220	4.3%

Annual Work Patterns - 1998

	Aboriginal Men	Total NWT
Worked at Job or Business	73.8%	82.6%
Less than 4 Months	17.2%	10.5%
4 to 9 Months	21.2%	15.3%
10 Months or More	31.8%	54.5%

Historical Highest Level of Schooling

	1999	1994	1989
Aboriginal Men			
Less than Grade 9	24.8%	31.8%	46.2%
Grade 9 - 11	29.2%	25.7%	19.3%
High School With Diploma	10.5%	8.3%	9.6%
Certificate or Diploma	30.1%	27.5%	22.7%
University Degree	1.9%	1.7%	1.3%
Total NWT			
Less than Grade 9	12.8%	15.6%	22.5%
Grade 9 - 11	19.1%	19.1%	17.1%
High School Diploma	19.6%	18.9%	19.9%
Certificate or Diploma	32.5%	29.7%	27.5%
University Degree	14.0%	14.6%	12.4%

Aboriginal Men

Introduction

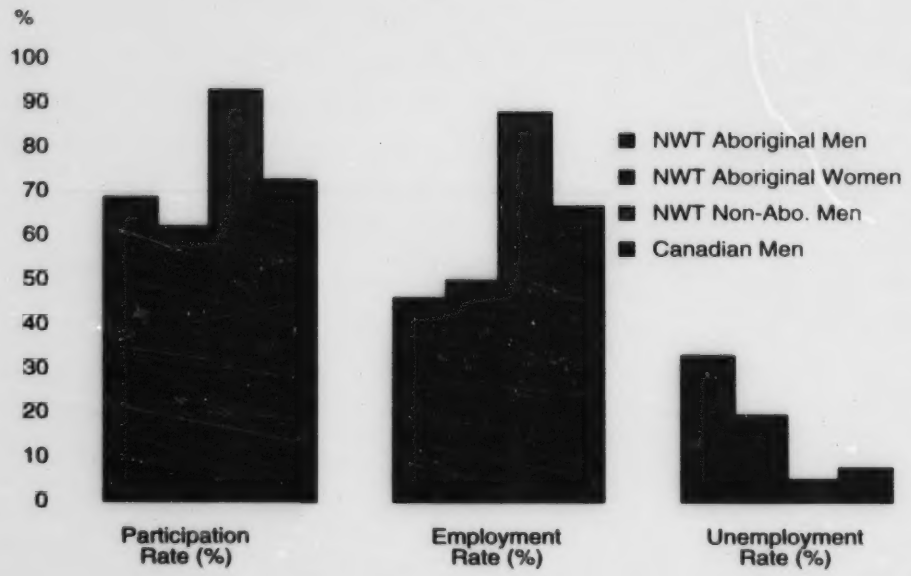
In winter 1999, an estimated count of aboriginal men (15 years & over) living in the NWT stood at 6,866 persons, or 23.3% of the NWT working age population. Among aboriginal persons, there were slightly more men (50.8%) than women, while aboriginal men represented 44.2% of all NWT males. Over time, jobs for aboriginal men have increasingly become an issue for NWT labour market planning, as growth in labour force participation is not matched by similar increases in jobs.

Employment and Unemployment for NWT Aboriginal Men

In winter 1999, an estimated 6,866 aboriginal men lived in the NWT. Of these, some 4,710 were in the labour force, for a participation rate of 68.6%. This rate was above that observed for aboriginal women (61.9%), but considerably lower than for non-aboriginal men (92.7%), as well as somewhat below men nationally (72.5%). Over time, labour force participation among aboriginal men territorially has increased from 64.2% ten years earlier in winter 1989.

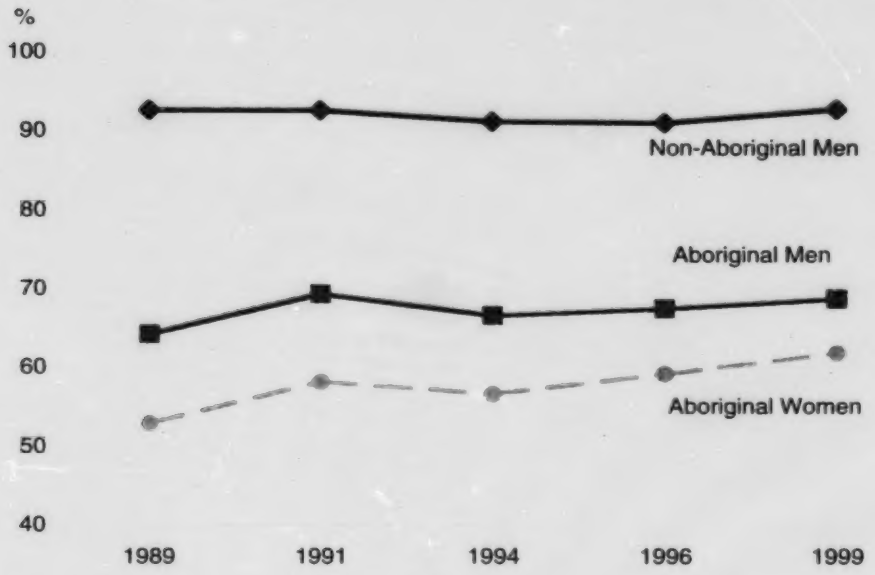
Fewer aboriginal men (3,155) than women (3,314) were working at a job during winter 1999. As well, the 46.0% employment rate for aboriginal men was lower than the 49.9% figure for aboriginal women, and considerably below the national rate for men (66.8%). By comparison, employment for NWT non-aboriginal men stood at 88.0%. Further, unlike aboriginal women, the employment rate for aboriginal men has grown only marginally since 1989, when 43.4% were working.

NWT aboriginal men participate in the labour force at a higher rate than aboriginal women but had fewer jobs and a much higher unemployment rate ...

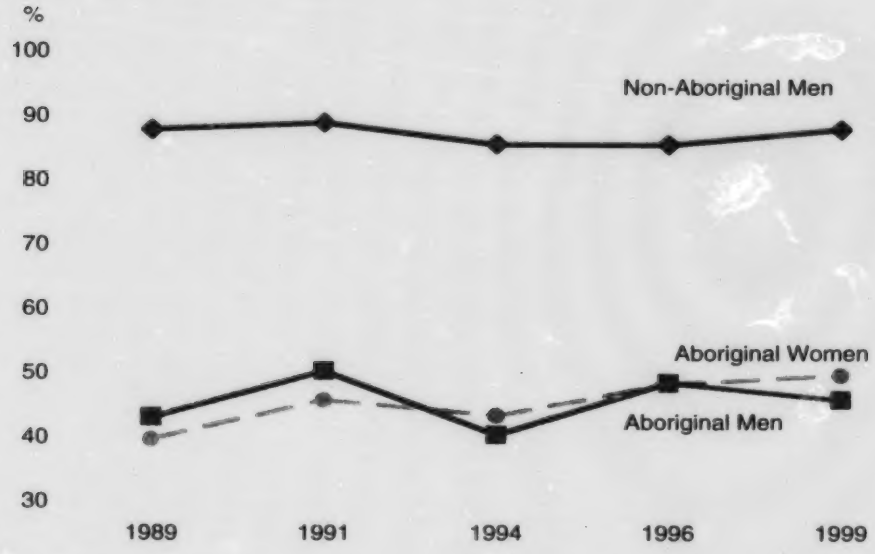


Looking at unemployment among NWT aboriginal men, during winter 1999 an estimated 1,555 men were both not working and actively looking for work, for an unemployment rate of 33.0%. This figure compares to a much lower statistic for aboriginal women, a 19.4% unemployment rate. Further, unemployment among NWT aboriginal men was considerably higher than the comparable rates for non-aboriginal men territorially (5.1%) as well as men nationally (7.8%).

Participation rates (%) for NWT aboriginal men have increased since 1989 ...



But not employment rates (%) ...

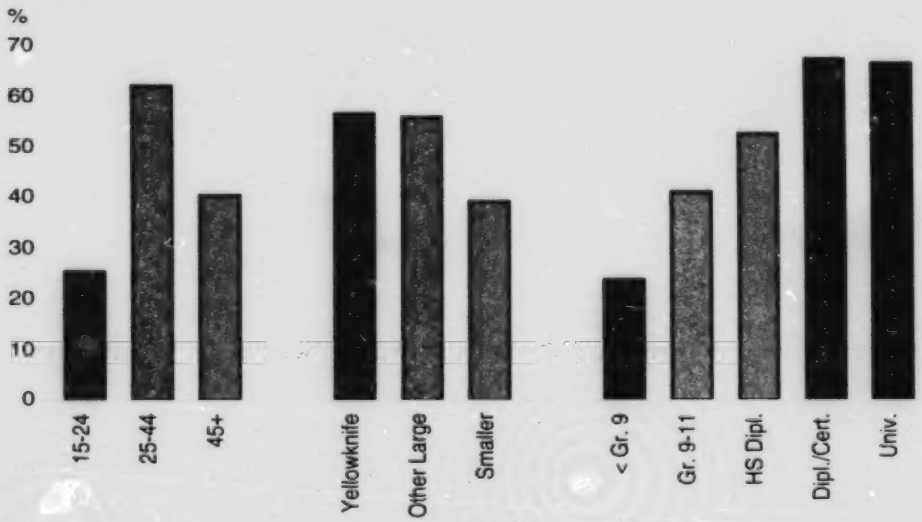


Selected Employment Rates for NWT Aboriginal Men

Employment rates for NWT aboriginal men (the percentage of persons 15 years of age and over with a job) differ considerably according to age group, community size and education level.

Particularly large employment rate differences are observed among aboriginal men according to age group, with 62.1% of 25–44 year olds working in winter 1999 compared to just 40.3% of those 45 years and over. Aboriginal men are also more likely to have a job when they reside in the larger NWT centers. For Yellowknife, an estimated 56.6% of aboriginal men were working during winter 1999, compared to 55.8% for Hay River, Ft. Smith and Inuvik, and just 39.1% in the remaining, smaller NWT communities. Education level also impacts employability, but not nearly to the extent observed among aboriginal women. Just 23.6% of NWT aboriginal men with less than Grade 9 were working in winter 1999. This figure compares to 52.5% for those with a high school diploma, and 67.3% for those with a trades or college certificate or diploma. However, just 66.4% of aboriginal men with a university degree were working in winter 1999, compared to a 96.4% rate for aboriginal women.

Employment rates (%) among NWT aboriginal men vary with age group, community size and education level ...



Employment Patterns Among NWT Aboriginal Men

NWT aboriginal men who are working are more likely than aboriginal women to be employed full-time. In winter 1999, an estimated 85.6% of aboriginal men were working full-time while 10.9% had part-time jobs. The corresponding statistics for aboriginal women were 75.8% holding full-time jobs and 22.5% part-time workers. Nationally, men with jobs are somewhat more likely than their NWT aboriginal counterparts to be full-time workers (89.7%).

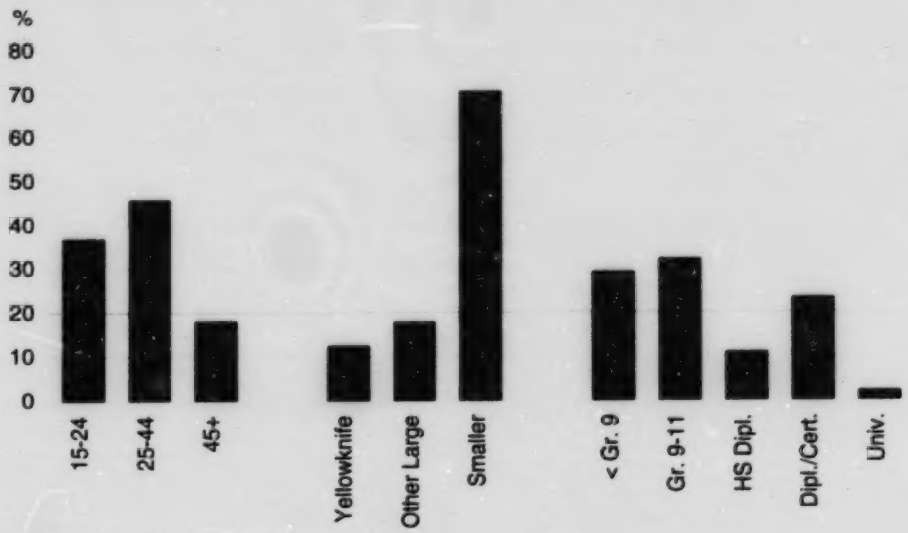
The top five occupations among NWT aboriginal men, totaling 31.7% of employment, were Heavy Equipment Operators, Trades Helpers, Public Works Labourers, Truck & Taxi Drivers, and Administrative Occupations. The top five industries, accounting for 48.5% of aboriginal men with jobs, were Local Administration, Territorial Administration, Construction Contracting, Mining, and Trades Contracting.

Potential Labour Supply for NWT Aboriginal Men

Potential labour supply is defined as those persons who are not working and who want a job. This definition includes both persons who are officially unemployed (i.e., looking for a job) and those who are not actively looking for work. The potential labour supply and its characteristics are an important consideration in labour market planning for aboriginal men, as this is the group of who are currently available for employment. Based on aboriginal men's low employment levels, this group of is often the focus for training and job creation programs.

For NWT aboriginal men, as with most groups, the potential labour force statistic is considerably higher than the official count of unemployed. In winter 1999, an estimated 2,255 aboriginal men were not working and also reported they wanted a job. Compared to the official unemployment estimate of 1,555 for aboriginal men territorially, the potential labour force figure is some 700 persons higher (or 45%).

The NWT aboriginal male potential labour force (%) is disproportionately young, mostly living in smaller communities, and with less than high school graduation ...



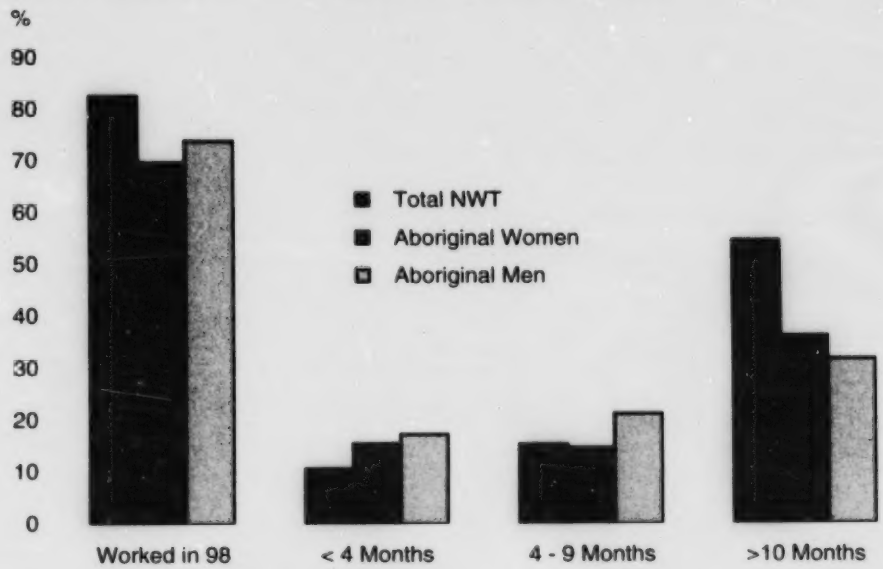
Among NWT men, the potential labour supply is disproportionately:

- young (36.6% are 15-24 years of age);
- living in the smaller communities (70.2%); and
- with less than high school graduation (60.9%).

Annual Work Patterns for NWT Aboriginal Men

The 1999 NWT labour force survey also asked about employment during the previous year. Somewhat more aboriginal men than women worked during 1998, with 73.8% compared to 69.6% for aboriginal women. However, a lower percentage of aboriginal men compared to women reported working in ten or more months during 1998, 31.8% versus 36.2%. Compared to the territorial average, NWT aboriginal men were less likely to have worked in 1998 and reported working in fewer months.

NWT aboriginal men were somewhat more likely than their female counterparts to have worked in 1998 (%), but were employed less months during the year ...

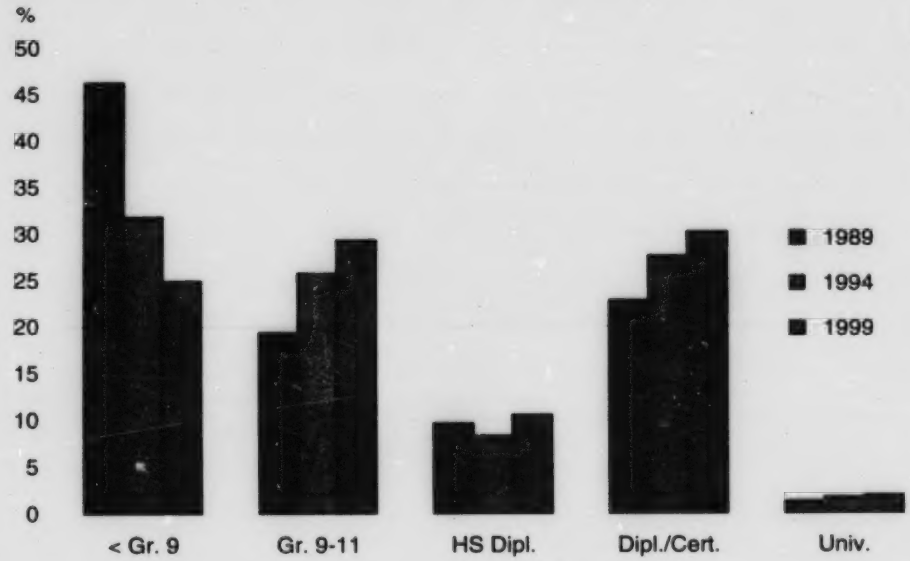


Historical Level of Education for NWT Aboriginal Men

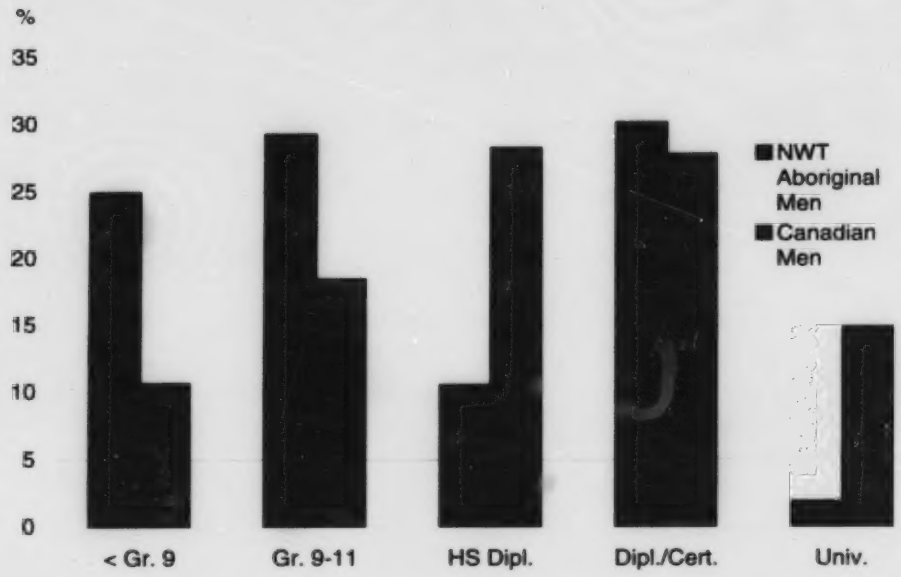
Since 1989, education levels among NWT aboriginal men have improved considerably. This development is good news for employability, although not directly addressing the lack of employment opportunities for aboriginal men living in the smaller NWT communities, or why aboriginal men have less success finding jobs than aboriginal women.

Compared to 1989, far fewer NWT aboriginal men now have less than Grade 9 education (24.8% compared to 46.2%). This improvement reflects population factors (e.g., aging) as well as the fact that children are staying in school, due in good measure to the extension of grade level offerings outside the larger population centers. As well, particular improvements were observed in the percentage of NWT aboriginal men with a trades or college certificate or diploma, 30.1% compared to 22.7% ten years earlier.

Education levels (%) are improving among NWT aboriginal men ...



However, 1999 education levels (%) remained well below those seen nationally ...



Nevertheless, comparisons with national labour force statistics for 1999 show that NWT aboriginal men remain well below education levels for men nationally. In particular, in winter 1999, just 42.5% of aboriginal men territorially reported having high school diploma or higher education. This figure compares to 70.6% for Canadian men.

Aboriginal Women: Statistical Overview

Labour Force Activity

	Aboriginal Women	Total NWT
Population 15 Years & Over	6,641	29,506
Labour Force	4,113	23,090
Employed	3,314	19,920
Unemployed	799	3,170
Participation Rate	61.9%	78.3%
Unemployment Rate	19.4%	13.7%
Employment Rate	49.9%	67.5%

Selected Employment Rates

	Aboriginal Women	Total NWT
15 - 24 Years	33.9%	44.6%
25 - 44 Years	63.6%	79.7%
45 Years & Over	42.0%	63.2%
Yellowknife	61.3%	79.5%
Hay River, Ft Smith & Inuvik	59.0%	70.9%
Smaller NWT Communities	41.5%	48.4%
Less than Grade 9	23.8%	26.0%
Grade 9 - 11	39.1%	49.1%
High School Diploma	70.1%	76.5%
Certificate or Diploma	74.1%	81.1%
University Degree	96.4%	89.9%
1999	49.9%	67.5%
1996	48.6%	68.2%
1994	43.7%	65.7%
1991	46.1%	69.3%
1989	40.1%	65.8%

Employed Persons

	Aboriginal Women		Total NWT	
Employed Persons	3,314	100.0%	19,920	100.0%
Full-Time	2,513	75.8%	16,897	84.8%
Part-Time	744	22.5%	2,723	13.7%

Top 5 Occupations – Aboriginal Women

1. Community & Social Service Workers 9.6%
2. Administrative Occupations 9.1%
3. Cleaners 7.2%
4. Cashiers 6.2%
5. Secretaries 5.5%

Top 5 Occupations – Total NWT

1. Administrative Occupations 5.5%
2. Cleaners 3.8%
3. Social Service & Community Workers 3.6%
4. Clerical Occupations 3.2%
5. School Teachers 3.2%

Top 5 Industries – Aboriginal Women

1. Territorial Administration 16.0%
2. Local Administration 14.8%
3. Educational Services 9.4%
4. Hospitals 6.9%
5. General Merchandise Stores 5.9%

Top 5 Industries – Total NWT

1. Territorial Administration 14.2%
2. Local Administration 7.4%
3. Educational Services 7.1%
4. Federal Administration 4.4%
5. Mining 4.4%

Potential Labour Supply

	Aboriginal Women		Total NWT	
Not Working & Want a Job	1,689	100.0%	5,158	100.0%
15 - 24 Years	639	37.8%	1,940	37.6%
25 - 39 Years	778	46.1%	2,314	44.9%
45 Years & Over	272	16.1%	904	17.5%
Yellowknife	275	16.3%	1,405	27.2%
Hay River, Ft Smith & Inuvik	349	20.7%	987	19.1%
Smaller NWT Communities	1,066	63.1%	2,766	53.6%
Less than Grade 9	460	27.2%	1,160	22.5%
Grade 9 - 11	736	43.6%	1,725	33.4%
High School With Diploma	127	7.5%	721	14.0%
Certificate or Diploma	337	20.0%	1,205	23.4%
University Degree	4	0.2%	220	4.3%

Annual Work Patterns - 1998

	Aboriginal Women	Total NWT
Worked at Job or Business	69.6%	82.6%
Less than 4 Months	15.5%	10.5%
4 to 9 Months	14.6%	15.3%
10 Months or More	36.2%	54.5%

Historical Highest Level of Schooling

	1999	1994	1989
Aboriginal Women			
Less than Grade 9	26.3%	33.1%	46.3%
Grade 9 - 11	28.8%	26.0%	22.7%
High School With Diploma	13.1%	11.1%	10.5%
Certificate or Diploma	27.9%	24.7%	18.9%
University Degree	1.6%	1.8%	1.1%
Total NWT			
Less than Grade 9	12.8%	15.6%	22.5%
Grade 9 - 11	19.1%	19.1%	17.1%
High School Diploma	19.6%	18.9%	19.9%
Certificate or Diploma	32.5%	29.7%	27.5%
University Degree	14.0%	14.6%	12.4%

Aboriginal Women

Introduction

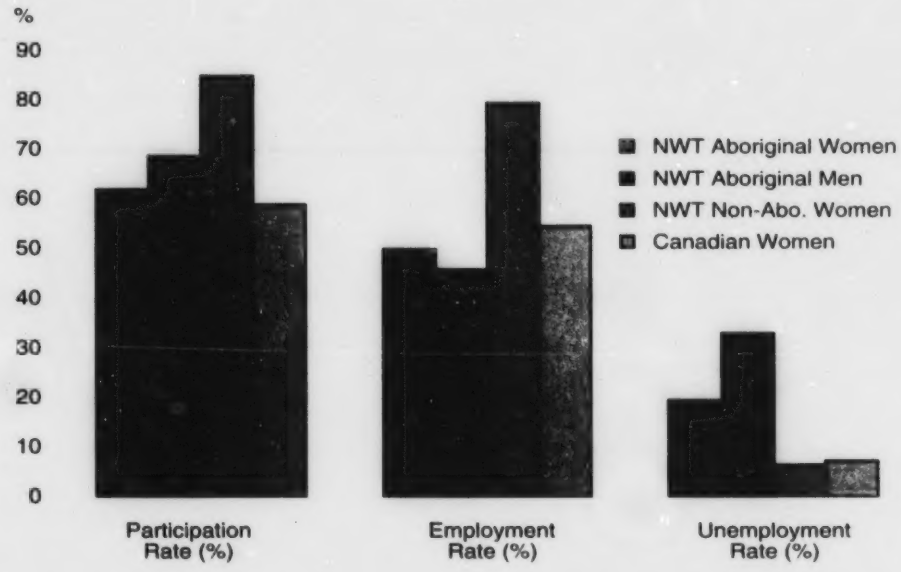
In Winter 1999, the estimated count of aboriginal women (15 years & over) living in the NWT stood at 6,641 persons, or 22.5% of the NWT working age population. Among aboriginal persons, there were almost as many women (49.2%) as men, and aboriginal women represented 47.6% of all NWT women. Over time, aboriginal women have become an increasingly important segment of the NWT labour market, as growth in their labour force participation and employment rates have surpassed increases territorially. As well, compared to women nationally, NWT aboriginal women are involved in the labour market to a similar level.

Employment and Unemployment for NWT Aboriginal Women

In winter 1999, an estimated 6,641 aboriginal women lived in the NWT. Of these, some 4,113 were in the labour force, for a participation rate of 61.9%. This rate was below that for aboriginal males (68.6%) and considerably lower than non-aboriginal women (84.9%), but stood slightly higher than labour force participation among women nationally (58.9%). Further, the labour force participation among aboriginal women territorially has increased notably from the 53.0% figure observed ten years earlier.

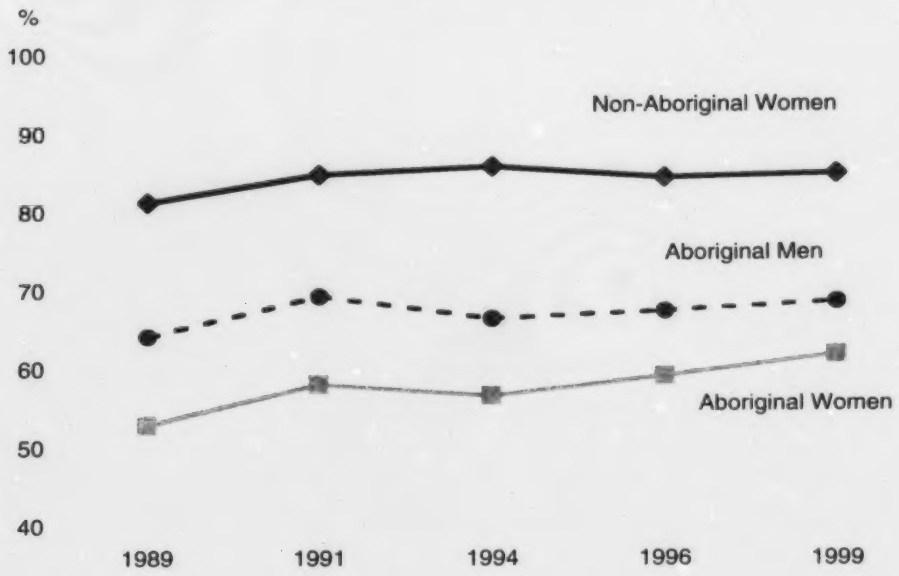
A total of 3,314 aboriginal women were working at a job during winter 1999, for a 49.9% employment rate. This statistic was higher than the 46.0% figure for aboriginal men while somewhat below the national rate for women (54.6%). By comparison, the employment rate for NWT non-aboriginal women was 79.4%. Again, employment for aboriginal women has grown considerably since 1989, when just 40.1% had a job.

NWT aboriginal women participate in the labour force at a higher rate than Canadian women but fewer are employed ...

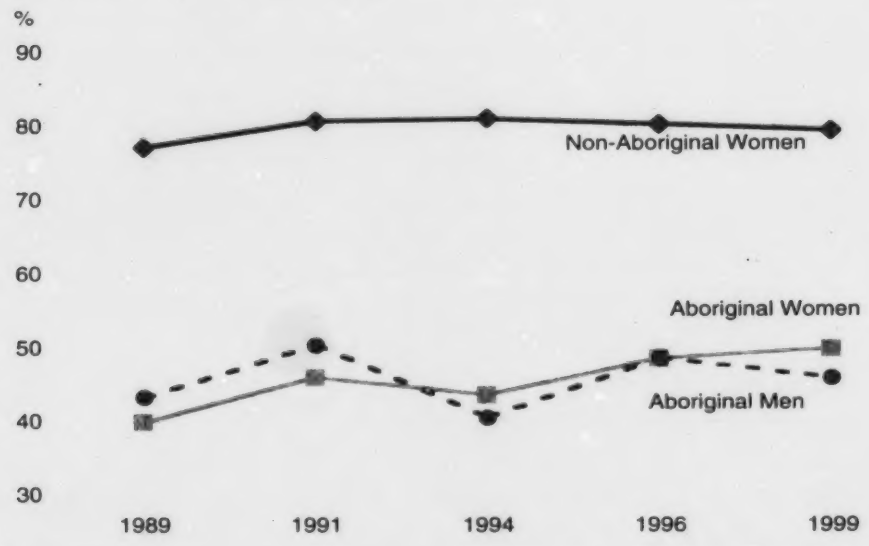


Looking at unemployment among NWT aboriginal women, during winter 1999 an estimated 799 women were both not working and actively looking for work, for an unemployment rate of 19.4% (down from 24.4% in 1989). This figure compares to a much higher statistic for aboriginal men with a 33.0% unemployment rate. Nevertheless, unemployment among NWT aboriginal women was considerably higher than the comparable rate for non-aboriginal women territorially (6.5%) and for women nationally (7.3%).

Participation rates (%) for NWT aboriginal women have increased markedly since 1989 ...



As have their employment rates (%) ...

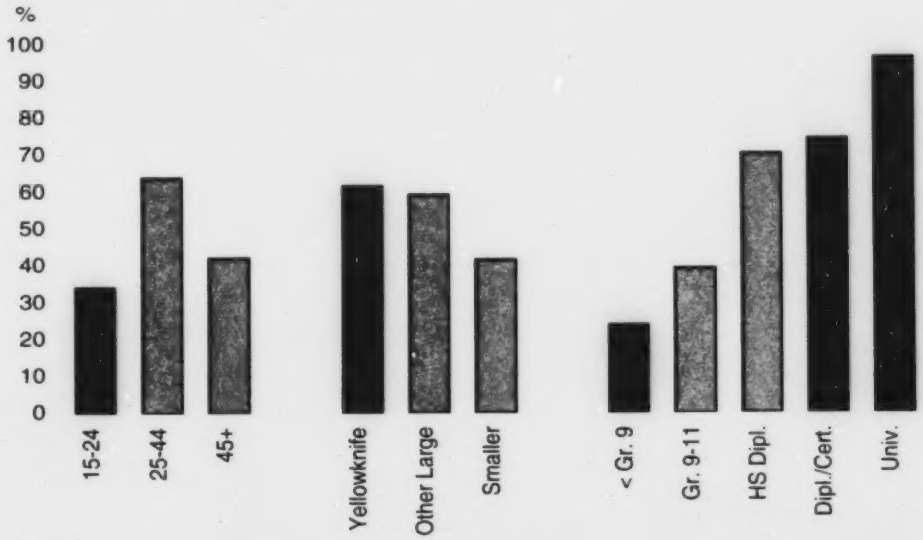


Selected Employment Rates for NWT Aboriginal Women

Employment rates for NWT aboriginal women (the percentage of persons 15 years of age and over with a job) differ considerably according to age group, community size and education level.

Particularly large employment rate differences are observed among aboriginal women according to age group, with 63.6% of 25-44 year olds working in winter 1999 compared to 42.0% of those 45 years and over and 33.6% of youth. Aboriginal women are also more likely to have a job when they reside in the larger NWT centers. For Yellowknife, an estimated 61.3% of aboriginal women were working during winter 1999, compared to 59.0% for Hay River, Ft. Smith and Inuvik and just 41.5% in the remaining, smaller NWT communities. Moreover, education level markedly impacts employability. Just 23.8% of NWT aboriginal women with less than Grade 9 were working in winter 1999. This figure compares to 70.1% for those with a high school diploma, 74.1% for those with a trades or college certificate or diploma, and 96.4% of those with a university degree.

Employment rates (%) among NWT aboriginal women vary considerably depending upon age, community size, and education level ...



Employment Patterns Among NWT Aboriginal Women

NWT aboriginal women are twice as likely as aboriginal men to be employed part-time. In winter 1999, an estimated 75.9% of employed aboriginal women were working full-time while 22.5% had part-time jobs. The corresponding statistics for aboriginal men were 85.6% holding full-time jobs and 10.9% part-time workers. Nationally, employed women are more likely than their NWT aboriginal counterparts to be part-time workers (28.0%).

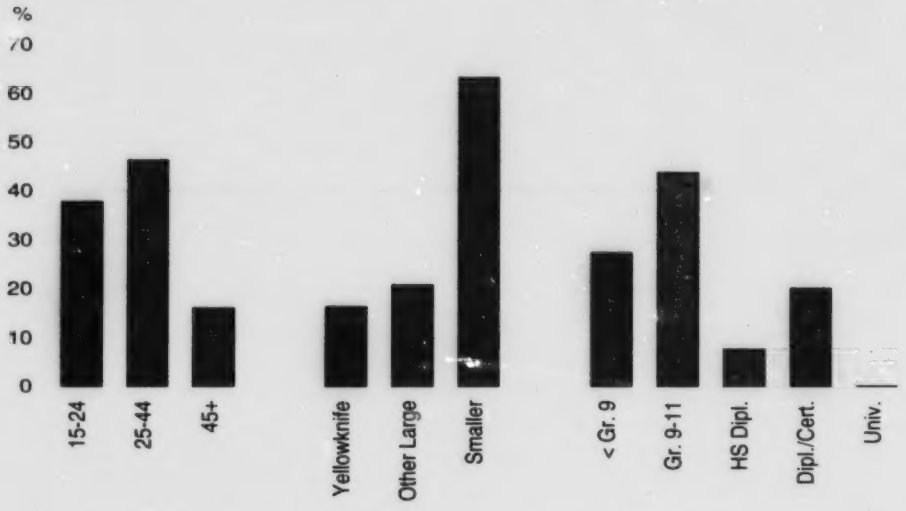
The top five occupations among NWT aboriginal women, totaling 37.5% of employment, were Community & Social Service Workers, Administrative Occupations, Cleaners, Cashiers, and Secretaries. The top five industries, accounting for 53.0% of aboriginal women with jobs, were Territorial Administration, Local Administration, Educational Services, Hospitals, and General Merchandise Stores.

Potential Labour Supply for NWT Aboriginal Women

Potential labour supply is defined as those persons who are not working and who want a job. This definition includes both persons who are officially unemployed (i.e., looking for a job) and those who are not actively looking for work. The potential labour supply and its characteristics are an important consideration in labour market planning for aboriginal women, as this group represents those aboriginal women who are currently available for employment. This group is also often a focus of training and job creation programs.

For NWT aboriginal women, as with most groups, the potential labour force statistic is considerably higher than the official count of unemployed. In winter 1999, an estimated 1,689 aboriginal women were not working and also reported they wanted a job. Compared to the official unemployment estimate of 799 for aboriginal women territorially, the potential labour force figure is some 890 persons higher (111%).

The NWT aboriginal female potential labour force (%) is disproportionately young and living in smaller communities, and has less than high school graduation ...



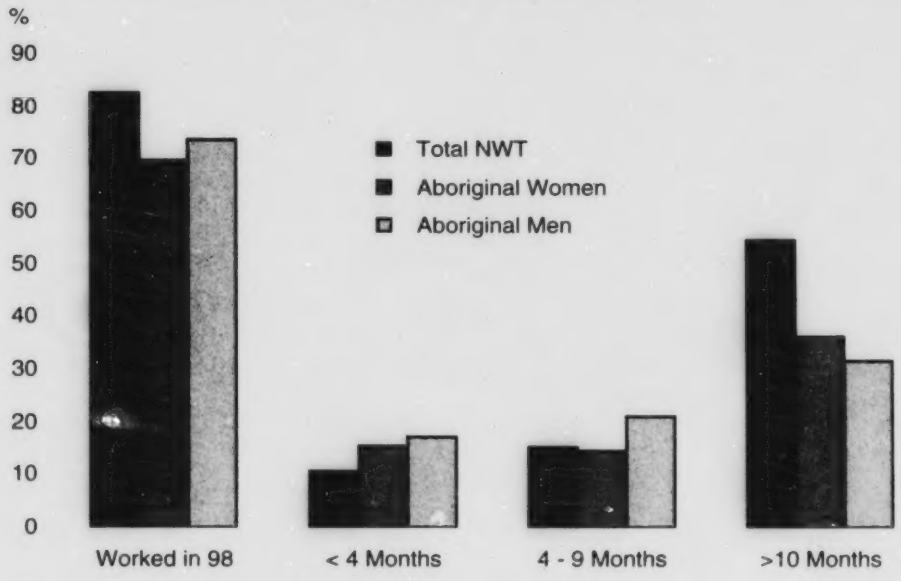
Among NWT women, the potential labour supply is disproportionately:

- young (37.8% are 15–24 years of age);
- living in the smaller communities (63.1%); and
- with less than high school graduation (70.8%).

Annual Work Patterns for NWT Aboriginal Women

The 1999 NWT labour force survey also asked about employment during the previous year. Somewhat fewer aboriginal women than men had worked during 1998, with 69.6% compared to 73.8% for aboriginal men. However, a higher percentage of aboriginal women compared to men reported working in ten or more months during 1998, 36.2% versus 31.8% for aboriginal men. Compared to the territorial average, however, NWT aboriginal women were less likely to have worked in 1998 and reported working in fewer months.

NWT aboriginal women were somewhat less likely than their male counterparts to have worked in 1998 (%), but were employed more months during the year ...

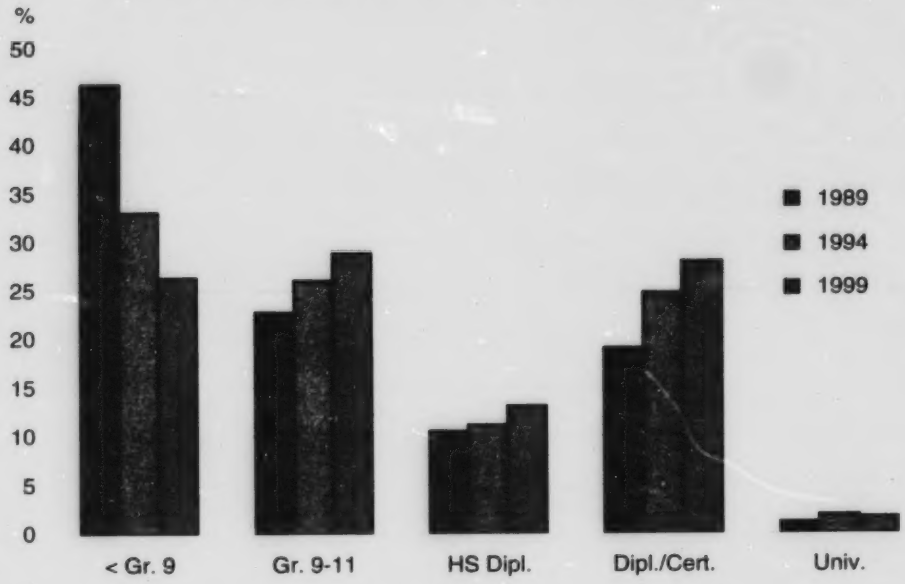


Historical Level of Education for NWT Aboriginal Women

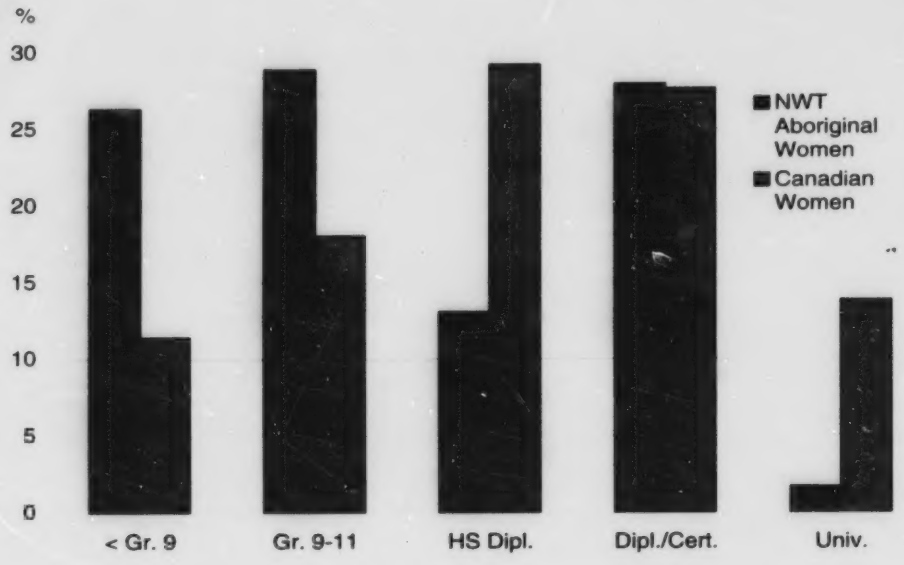
Since 1989, education levels among NWT aboriginal women have improved considerably. This development is good news for employability, although not directly addressing the lack of employment opportunities for aboriginal women living in the smaller NWT communities.

Compared to 1989, far fewer NWT aboriginal women now have less than Grade 9 education. This improvement reflects population factors (e.g., aging) as well as the fact that children are staying in school, due in good measure to the extension of grade level offerings outside the larger population centers. A particularly notable improvement was also observed for the percentage of NWT aboriginal women with a trades or college certificate or diploma, 27.9% in winter 1999 compared to 18.9% ten years previously.

Education levels (%) are definitely improving among NWT aboriginal women ...



However, 1999 education levels (%) for NWT aboriginal women remained well below those seen nationally ...



Nevertheless, comparisons with national labour force statistics for 1999 show that education levels for NWT aboriginal women remain well below those for women nationally. In particular, in winter 1999, just 42.6% of aboriginal women territorially reported having a high school diploma or higher education. This figure compares to 70.6% for Canadian women.

Yellowknife: Statistical Overview

Labour Force Activity

	Yellowknife	Total NWT
Population 15 Years & Over	13,139	29,506
Labour Force	11,331	23,090
Employed	10,440	19,920
Unemployed	891	3,170
Participation Rate	86.2%	78.3%
Unemployment Rate	7.9%	13.7%
Employment Rate	79.5%	67.5%

Selected Employment Rates

	Yellowknife	Total NWT
Male	82.7%	69.4%
Female	76.0%	65.4%
Aboriginal	59.2%	47.9%
Non-Aboriginal	84.1%	84.1%
15 - 24 Years	57.9%	44.6%
25 - 44 Years	88.4%	79.7%
45 Years & Over	78.3%	63.2%
Less than Grade 9	36.8%	26.0%
Grade 9 - 11	62.1%	49.1%
High School Diploma	79.7%	76.5%
Certificate or Diploma	86.1%	81.1%
University Degree	90.2%	89.9%
1999	79.5%	67.5%
1996	80.0%	68.2%
1994	81.5%	65.7%
1991	82.9%	69.3%
1989	83.3%	65.8%

Employed Persons

	Yellowknife		Total NWT	
Employed Persons	10,440	100.0%	19,920	100.0%
Full-Time	9,011	86.3%	16,897	84.8%
Part-Time	1,341	12.8%	2,723	13.7%

Top 5 Occupations – Yellowknife

1. Administrative Occupations 6.1%
2. Clerical Occcupations 3.9%
3. Policy & Program Officers 3.7%
4. Cleaners 3.5%
5. Truck & Taxi Drivers 3.2%

Top 5 Occupations – Total NWT

1. Administrative Occupations 5.5%
2. Cleaners 3.8%
3. Social Service & Community Workers 3.6%
4. Clerical Occupations 3.2%
5. School Teachers 3.2%

Top 5 Industries – Yellowknife

1. Territorial Administration 16.9%
2. Mining 6.7%
3. Federal Administration 6.1%
4. Professional, Scientific & Technical Services 5.9%
5. Educational Services 4.6%

Top 5 Industries – Total NWT

1. Territorial Administration 14.2%
2. Local Administration 7.4%
3. Educational Services 7.1%
4. Federal Administration 4.4%
5. Mining 4.4%

Potential Labour Supply

	Yellowknife		Total NWT	
Not Working & Want a Job	1,405	100.0%	5,158	100.0%
Male	646	46.0%	2,791	54.1%
Female	759	54.0%	2,367	45.9%
Aboriginal	551	39.2%	3,944	76.5%
Non-Aboriginal	854	60.8%	1,214	23.5%
15 - 24 Years	572	40.7%	1,940	37.6%
25 - 39 Years	638	45.4%	2,314	44.9%
45 Years & Over	195	13.9%	904	17.5%
Less than Grade 9	62	4.4%	1,160	22.5%
Grade 9 - 11	381	27.1%	1,725	33.4%
High School With Diploma	399	28.4%	721	14.0%
Certificate or Diploma	391	27.8%	1,205	23.4%
University Degree	149	10.6%	220	4.3%

Annual Work Patterns - 1998

	Yellowknife	Total NWT
Worked at Job or Business	90.4%	82.6%
Less than 4 Months	8.2%	10.5%
4 to 9 Months	12.8%	15.3%
10 Months or More	68.4%	54.5%

Historical Highest Level of Schooling

	1999	1994	1989
Yellowknife			
Less than Grade 9	3.6%	4.7%	5.9%
Grade 9 - 11	14.8%	15.7%	15.7%
High School With Diploma	27.6%	26.3%	28.4%
Certificate or Diploma	33.3%	30.2%	29.6%
University Degree	19.7%	22.5%	20.2%
Total NWT			
Less than Grade 9	12.8%	15.6%	22.5%
Grade 9 - 11	19.1%	19.1%	17.1%
High School Diploma	19.6%	18.9%	19.9%
Certificate or Diploma	32.5%	29.7%	27.5%
University Degree	14.0%	14.6%	12.4%

Yellowknife

Introduction

Presently, just over 18,000 persons, about 43% of the territorial population total, live in Yellowknife, the territorial capital. Over the years, Yellowknife's population has experienced considerable turnover. As well, the aboriginal component of the city's population has increased considerably, from just 17% in 1991 to 23% currently. Yellowknife is by far the predominant labour market in the territory. The city is home to 45% of the territorial population who are 15 years of age and over, 49% of the territorial labour force, and 52% of the jobs.

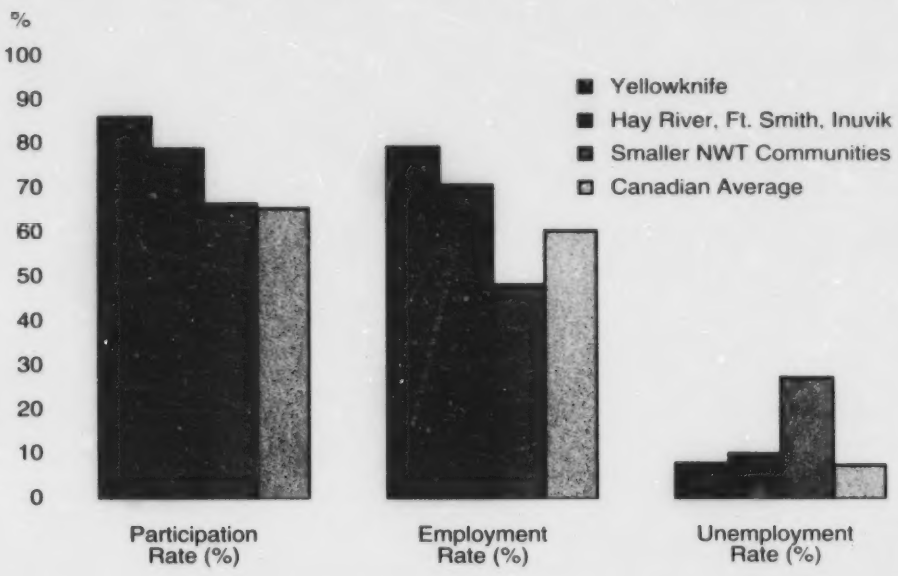
Employment and Unemployment in Yellowknife

In winter 1999, an estimated 13,139 persons 15 years of age or over, the reference group for labour force surveys, were living in Yellowknife. Of these, some 11,331 persons were in the labour force, for a participation rate of 86.2%, a figure virtually unchanged since 1989. This rate stood well above both the NWT average (78.3%) and the national average for 1999 (65.6%).

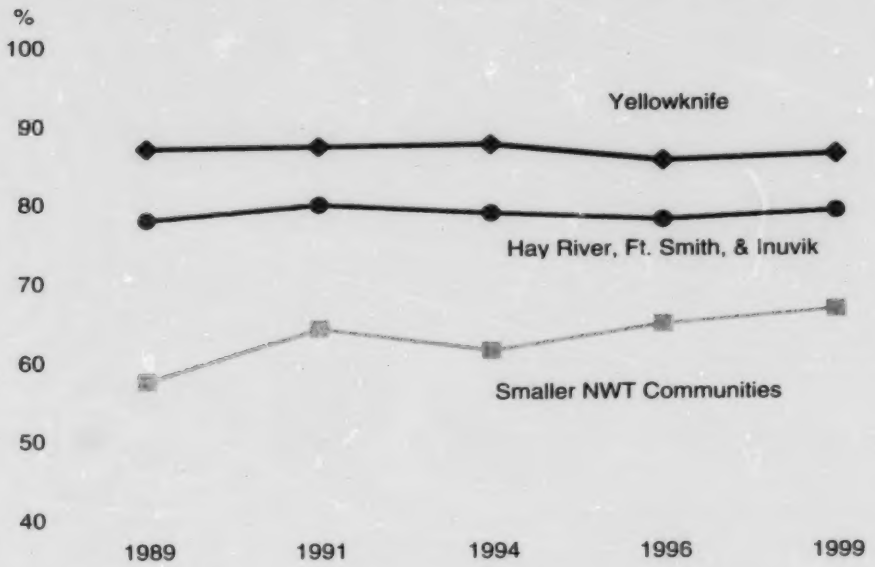
In Yellowknife, an estimated 10,440 persons were working at the time of the 1999 labour force survey, yielding a particularly high 79.5% employment rate compared to 67.5% overall territorially and 60.6% nationally. However, Yellowknife's employment rate has slid somewhat. In winter 1989, Yellowknife employment stood at a remarkably high 83.3%.

Looking at unemployment levels, in winter 1999, the Yellowknife unemployment rate stood at just 7.9%, well below both the territorial average and national rate, but considerably higher than the 4.4% unemployment figure recorded ten years earlier.

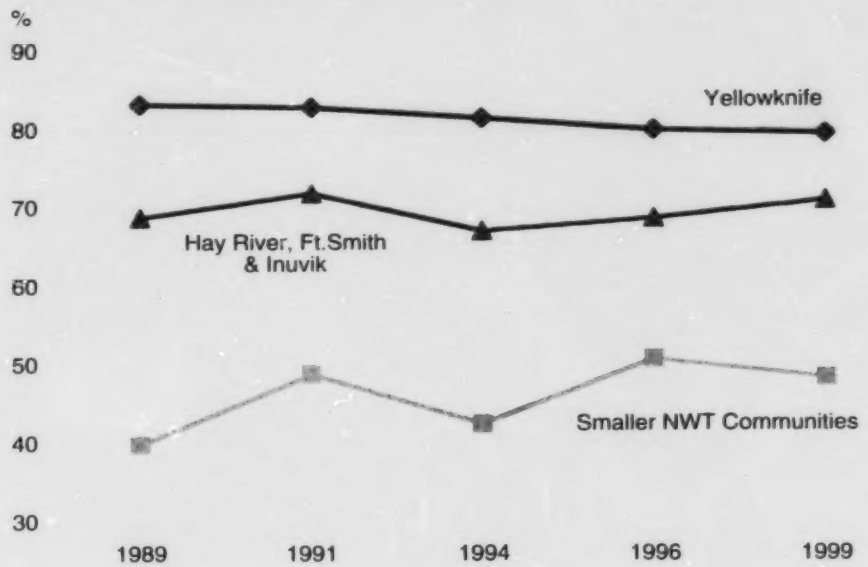
Yellowknife has high participation and employment rates, and low unemployment (%) ...



Labour force participation rates (%) for Yellowknife are virtually unchanged since 1989 ...



While the employment rate (%) has fallen marginally ...

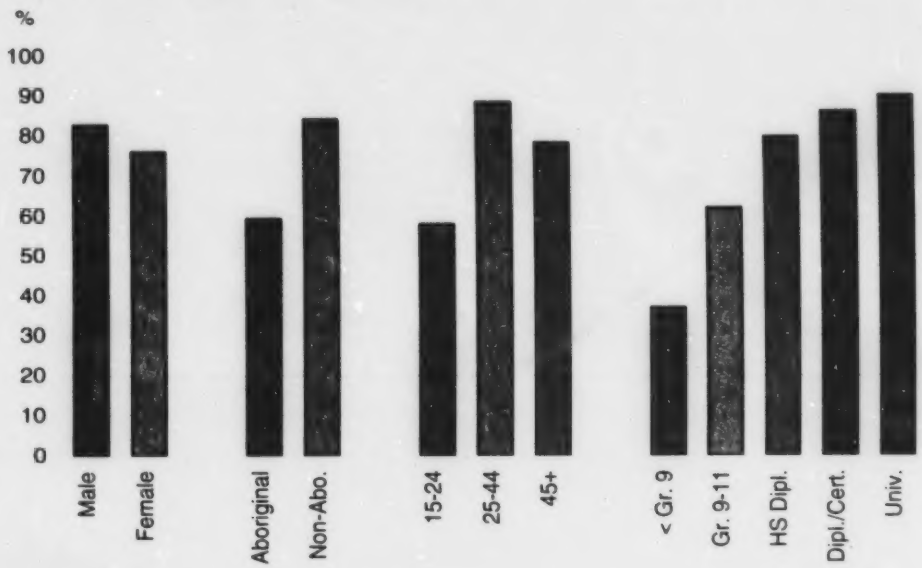


Selected Employment Rates in Yellowknife

As noted, the overall employment rate in Yellowknife stands quite high. Further, given the availability of jobs and generally higher education levels, employment rates observed in the city differ considerably less between aboriginal and non-aboriginal persons, also between older workers and those persons aged 25-44 years. Also, only a small difference is seen in employment rates between men and women, with employment among men at 82.7% compared to 76.0% for women.

Yellowknife employment rates are again firmly moored to education levels. For example, just 36.8% of Yellowknifers having less than Grade 9 schooling had jobs. Individuals with little education have trouble finding and keeping jobs, whether they live in Yellowknife or elsewhere. Further, the probability of being gainfully employed rises incrementally with each increase in education level.

Employment rates (%) in Yellowknife vary less according to ethnicity and age group, but definitely according to education level ...



Employment Patterns in Yellowknife

Looking at work patterns, an estimated 86.3% of employed persons in Yellowknife were working full-time during winter 1999, somewhat above the territorial average of 84.8% and full-time employment nationally (81.5%). At 12.8%, part-time employment among Yellowknife workers was a little lower than the territorial average (13.7%) and well below the 18.5% figure seen nationally.

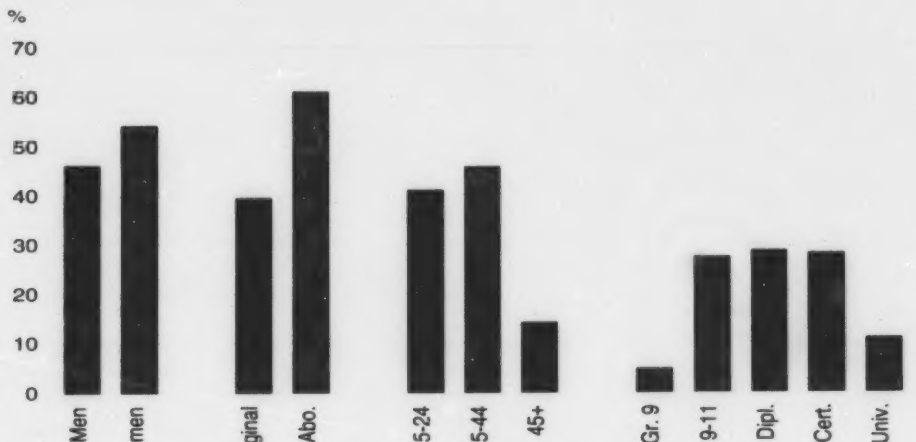
The top five occupations in Yellowknife, representing 20.4% of total employment, were Administrative Occupations, Clerical Occupations, Policy & Program Officers, Cleaners, and Truck & Taxi Drivers. The top five industries, accounting for 40.2% of persons with jobs, were Territorial Administration, Mining, Federal Administration, Professional, Scientific & Technical Services, and Educational Services.

Potential Labour Supply in Yellowknife

Potential labour supply is defined as those persons who are not working and also want a job. This definition includes both persons who are officially unemployed (i.e., looking for a job) as well as those who are not actively looking for work. The potential labour supply and its characteristics are an important consideration in labour market planning, as this group comprises persons who are currently available for employment. The potential labour force is often the focus for training and job creation programs.

In Yellowknife, the potential labour force statistic is somewhat higher than the official count of unemployed based on those actively looking for work. In winter 1999, an estimated 1,405 persons were not working and reported they wanted a job. This figure compares to the official unemployment estimate of 891 persons, a difference of around 500 persons, or 56% higher.

The potential labour force (%) in Yellowknife is disproportionately woman, non-aboriginal, younger, and well educated ...



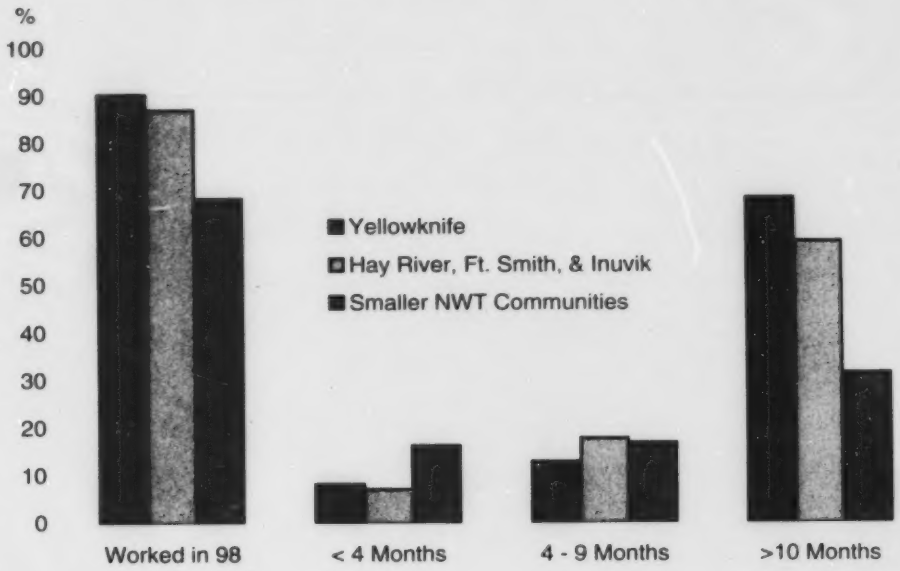
For Yellowknife, the potential labour supply is quite different from patterns seen territorially: In particular, Yellowknife's potential labour force comprises more women (54.0%) than men (46.0%). Further, potential workers are well educated. For example, only 31.5% have less than a high school diploma compared to 55.9% territorially.

Annual Work Patterns in Yellowknife

The 1999 NWT labour force asked about the months of employment during the previous year. More people residing in Yellowknife had worked during 1998, some 90.4% of Yellowknifers 15 years and over, compared to 82.6% territorially.

Also, employment in Yellowknife included more months of the year. For example, some 68.4% of persons 15 years and over had worked in ten months or more during 1998, compared to a territorial average of 54.5%. As well, fewer individuals reported working in less than four months of the year, some 8.2% versus 10.5% territorially.

Persons (%) living in Yellowknife are employed during most months of the year ...

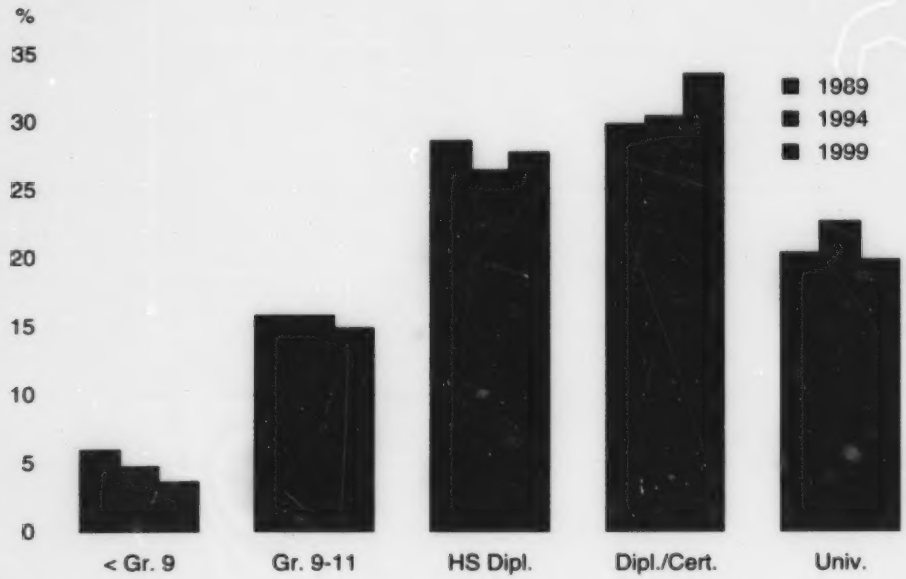


Historical Level of Education in Yellowknife

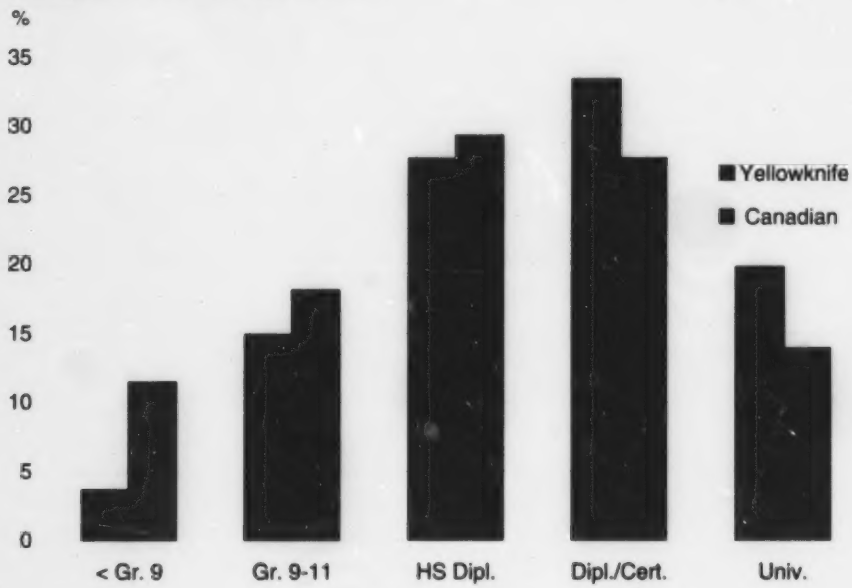
Education levels in Yellowknife have changed very little during the past ten years. Yellowknife's well-educated population has remained so. However, Certain small changes have emerged.

First, the percentage with less than Grade 9 education has fallen to 3.6% from 5.9%. Secondly, the number of Yellowknifers with a trades or college certificate or diploma has risen to 33.3%. Further, the percentage holding a university degree declined from 22.5% in 1994 to 19.7% in winter 1999.

Yellowknife education levels (%) have remained pretty much the same over the past ten years ...



And somewhat above national levels (%), particularly for university degrees, trades or college certificate and diplomas ...



Further, Yellowknife's education levels exceeded comparable national statistics by a considerable margin. For example, in winter 1999, more Yellowknifers had a trade or college certificates and diploma (33.3% vs.27.6%) or a university degree (19.7% vs. 13.8%).

Hay River, Ft. Smith & Inuvik: Statistical Overview

Labour Force Activity

	Hay River, Ft. Smith & Inuvik	Total NWT
Population 15 Years & Over	6,933	29,506
Labour Force	5,474	23,090
Employed	4,914	19,920
Unemployed	560	3,170
Participation Rate	79.0%	78.3%
Unemployment Rate	10.2%	13.7%
Employment Rate	70.9%	67.5%

Selected Employment Rates

	Hay River, Ft. Smith & Inuvik	Total NWT
Male	73.1%	69.4%
Female	68.5%	65.4%
Aboriginal	57.4%	47.9%
Non-Aboriginal	83.2%	84.1%
15 - 24 Years	46.5%	44.6%
25 - 44 Years	82.6%	79.7%
45 Years & Over	68.6%	63.2%
Less than Grade 9	32.3%	26.0%
Grade 9 - 11	49.8%	49.1%
High School Diploma	74.7%	76.5%
Certificate or Diploma	82.1%	81.1%
University Degree	88.9%	89.9%
1999	70.9%	67.5%
1996	68.6%	68.2%
1994	67.0%	65.7%
1991	71.8%	69.3%
1989	68.8%	65.8%

Employed Persons

	Hay River, Ft. Smith & Inuvik		Total NWT	
Employed Persons	4,914	100.0%	19,920	100.0%
Full-Time	4,201	85.5%	16,897	84.8%
Part-Time	659	13.4%	2,723	13.7%

Top 5 Occupations – Hay River, Ft. Smith & Inuvik

1. Administrative Occupations 5.8%
2. Social Service Workers & Employment Counsellors 4.3%
3. Correctional & Bylaw Officers 3.3%
4. Clerical Occcupations 3.0%
5. Cleaners 2.8%

Top 5 Occupations – Total NWT

1. Administrative Occupations 5.5%
2. Cleaners 3.8%
3. Social Service & Community Workers 3.6%
4. Clerical Occupations 3.2%
5. School Teachers 3.2%

Top 5 Industries – Hay River, Ft. Smith & Inuvik

1. Territorial Administration 15.6%
2. Educational Services 9.2%
3. Local Administration 5.1%
4. Hospitals 4.6%
5. Construction Contracting 3.4%

Top 5 Industries – Total NWT

1. Territorial Administration 14.2%
2. Local Administration 7.4%
3. Educational Services 7.1%
4. Federal Administration 4.4%
5. Mining 4.4%

Potential Labour Supply

	Hay River, Ft. Smith & Inuvik		Total NWT	
Not Working & Want a Job	987	100.0%	5,158	100.0%
Male	503	51.0%	2,791	54.1%
Female	484	49.0%	2,367	45.9%
Aboriginal	745	75.5%	3,944	76.5%
Non-Aboriginal	242	24.5%	1,214	23.5%
15 - 24 Years	436	44.2%	1,940	37.6%
25 - 39 Years	376	38.1%	2,314	44.9%
45 Years & Over	174	17.6%	904	17.5%
Less than Grade 9	161	16.3%	1,160	22.5%
Grade 9 - 11	369	37.4%	1,725	33.4%
High School With Diploma	138	14.0%	721	14.0%
Certificate or Diploma	252	25.5%	1,205	23.4%
University Degree	51	5.2%	220	4.3%

Annual Work Patterns - 1998

	Hay River, Ft. Smith & Inuvik	Total NWT
Worked at Job or Business	87.1%	82.6%
Less than 4 Months	7.1%	10.5%
4 to 9 Months	17.9%	15.3%
10 Months or More	59.3%	54.5%

Historical Highest Level of Schooling

	1999	1994	1989
Hay River, Ft. Smith & Inuvik			
Less than Grade 9	8.2%	11.0%	14.0%
Grade 9 - 11	19.1%	22.5%	21.2%
High School With Diploma	18.8%	18.7%	22.2%
Certificate or Diploma	38.5%	33.9%	30.9%
University Degree	14.1%	12.9%	10.9%
Total NWT			
Less than Grade 9	12.8%	15.6%	22.5%
Grade 9 - 11	19.1%	19.1%	17.1%
High School Diploma	19.6%	18.9%	19.9%
Certificate or Diploma	32.5%	29.7%	27.5%
University Degree	14.0%	14.6%	12.4%

Hay River, Fort Smith & Inuvik

Introduction

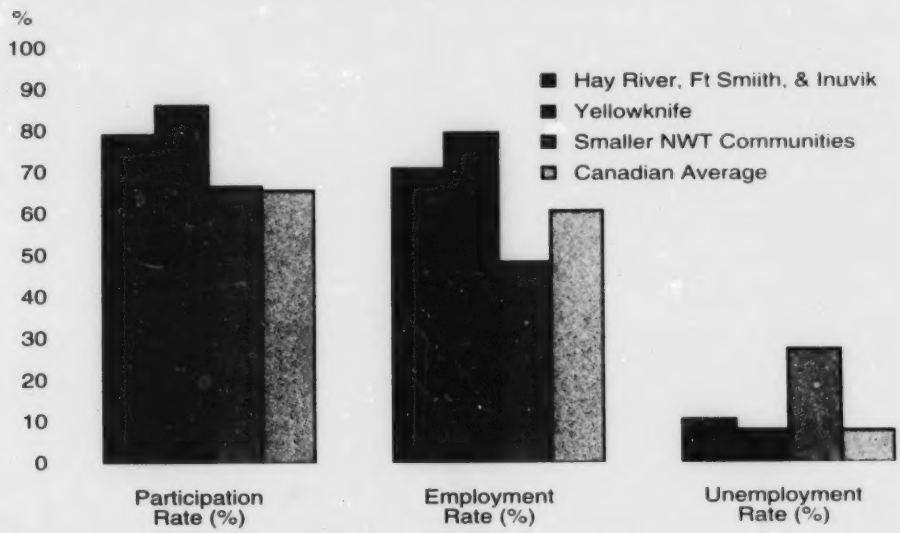
Presently, just less than 10,000 persons, about 24% of the territorial population total, live in Fort Smith, Hay River and Inuvik. Since 1991, population growth for these communities has been somewhat slower than the territorial average, at the just 4.8% compared to 8.8%. Further, the aboriginal persons component of their total population has increased considerably, from just 46% in 1991 to 53% currently. These three communities represent a distinct segment of the NWT labour market in terms of labour demand and supply, occupying very much a middle position between Yellowknife and the smaller communities. Together these municipalities are home to 23% of the territorial population 15 years of age and over, 24% of the total territorial labour force, and 25% of NWT jobs.

Employment and Unemployment in Hay River, Fort Smith and Inuvik

In winter 1999, an estimated 6,933 persons 15 years of age or over lived in Hay River, Fort Smith and Inuvik. Of these, some 5,474 persons were in the labour force for a participation rate of 79.0%, virtually unchanged from the level recorded in 1989. The current rate stands slightly above the NWT average (78.3%), midway between values for Yellowknife (86.2%) and the smaller communities (66.6%), and well above the national average for the year (65.6%).

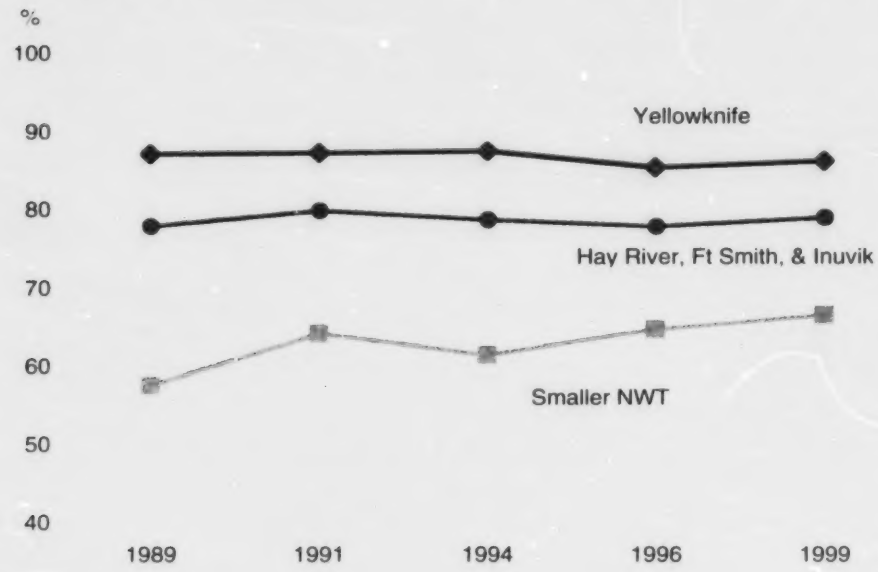
For Hay River, Fort Smith and Inuvik, some 4,914 persons were working at the time of the Winter 1999 labour force survey, for an employment rate of 70.9% compared to 67.5% territorially (Yellowknife 79.5%, smaller communities 48.4%) and a 60.6% working nationally. The employment rate for these communities has increased slightly compared to winter 1989 (68.8%).

Hay River, Fort Smith and Inuvik have labour force, employment and unemployment rates (%) mid-way between Yellowknife and the smaller NWT communities ...

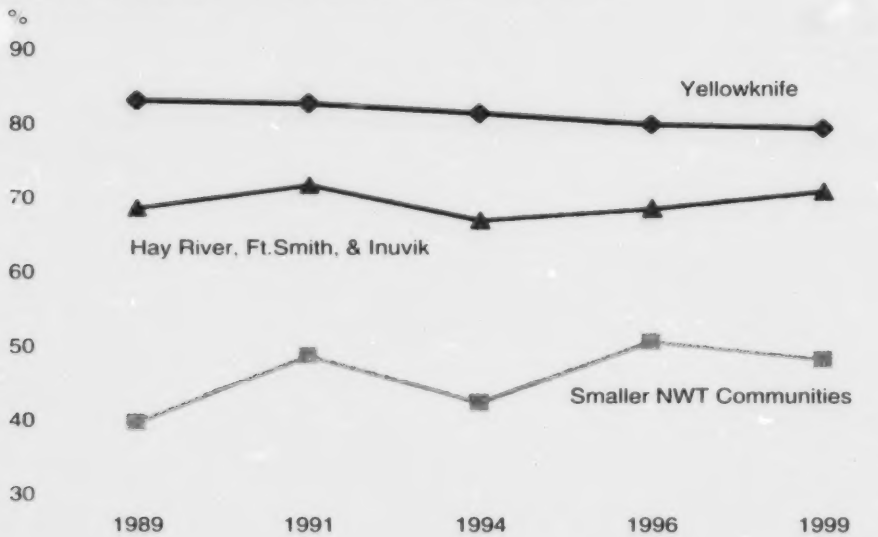


Looking at unemployment rates for the three communities, unemployment stood at 10.2% in winter 1999, somewhat below the territorial rate of 13.7% (Yellowknife 7.9%, smaller communities 27.4%) but well above the national statistic (7.6%). Unemployment for these communities was also significantly lower than the 11.9% figure registered ten years earlier in the winter 1989.

Labour force participation (%) for Hay River, Fort Smith and Inuvik is slightly above winter 1989 levels ...



Their overall employment rate (%) has increased marginally ...

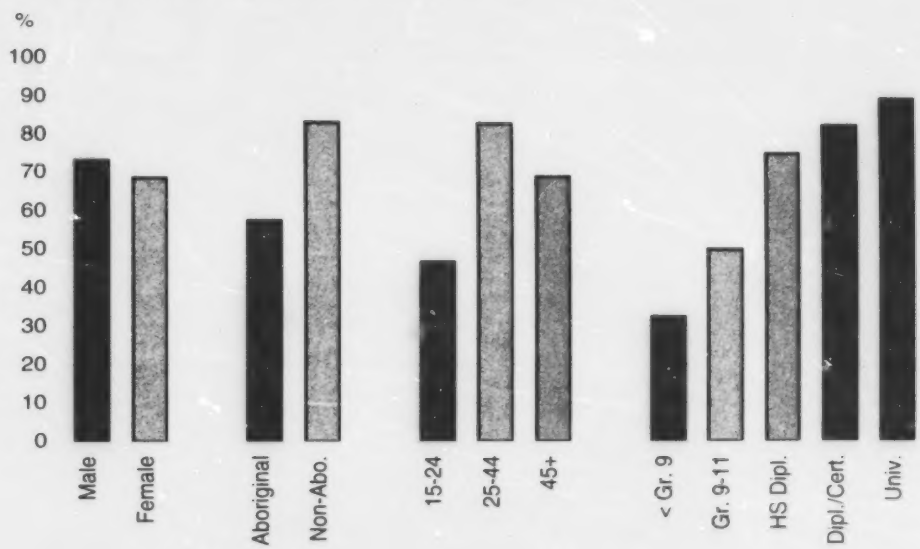


Selected Employment Rates in Hay River, Fort Smith and Inuvik

At 70.9%, the employment rate for Hay River, Fort Smith and Inuvik stands quite high. Further, when compared to the smaller NWT communities they are somewhat more like Yellowknife, job availability and higher education levels have meant that employment rate differences observed between aboriginal and non-aboriginal persons are considerably less, and also between older workers and those aged 25-44 years. Further, only a small difference is seen in employment rates between men and women, with winter 1999 employment among men at 73.1% compared to 68.5% for women.

Employment rates are again firmly moored to education level. For example, just 32.3% of residents with less than Grade 9 schooling had jobs in winter 1999. Individuals with little education have trouble finding and keeping jobs, wherever they reside. Also, like elsewhere in the territory, the probability of being gainfully employed rises incrementally with each increase in education level, but particularly with high school graduation.

Employment rates (%) in Hay River, Ft. Smith and Inuvik vary less according to ethnicity and age group, but definitely according to education level ...



Employment Patterns in Hay River, Fort Smith and Inuvik

Looking at work patterns, an estimated 85.5% of employed persons in Hay River, Fort Smith and Inuvik were working full-time during winter 1999, slightly above the territorial average of 84.8% as well as full-time employment nationally (81.5%). At 13.4%, part-time employment among workers in these communities was a little lower than the territorial average (13.7%) and well below the 18.5% figure seen nationally.

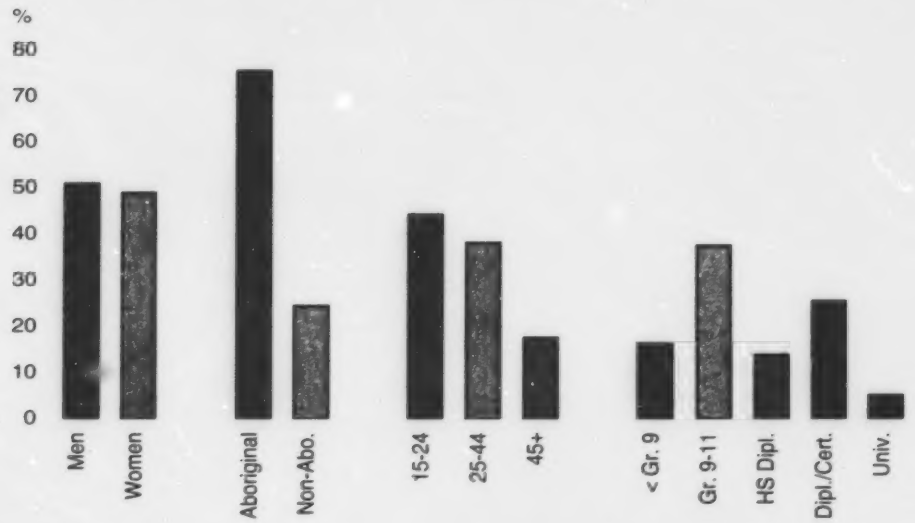
The top five occupations in Hay River, Fort Smith and Inuvik, 26.7% of total employment, were Administrative Occupations, Social Service Workers & Community Workers, Correctional & Bylaw Officers, Clerical Occupations, and Cleaners. The top five industries, accounting for 50.2% of persons with jobs, were Territorial Administration, Educational Services, Local Administration, Hospitals, and Construction Contracting.

Potential Labour Supply in Hay River, Fort Smith and Inuvik

Potential labour supply is defined as those persons who are not working and who also want a job. This definition includes both persons who are officially unemployed (i.e., looking for a job) as well as those who are not actively looking for work. The potential labour supply and its characteristics are an important consideration in labour market planning, as this group comprises persons who are currently available for employment. The potential labour force is often the focus for training and job creation programs.

In Hay River, Fort Smith and Inuvik, the potential labour force statistic is somewhat higher than the official count of unemployed based on those actively looking for work. In winter 1999, an estimated 987 persons were not working and reported they wanted a job. This figure compares to the official unemployment estimate of 560, a difference of around 400 persons, or 71% higher.

The potential labour force (%) in Hay River, Fort Smith and Inuvik is disproportionately, aboriginal and young persons, and also reasonably well educated ...



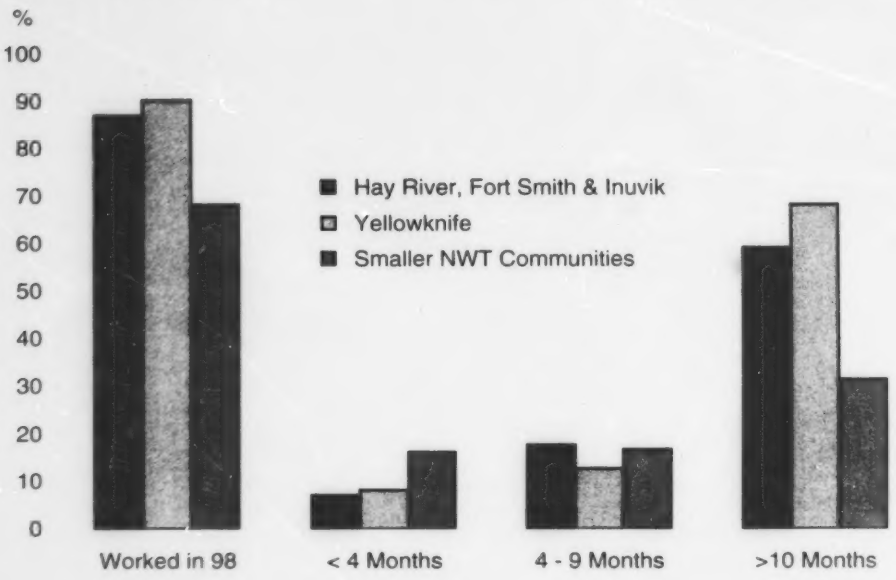
For Hay River, Fort Smith and Inuvik, aspects of the potential labour supply are quite different when compared to the rest of the NWT. In particular, the potential labour force is more evenly divided between men (51.0%) and women (49.0%). Also, it is predominantly aboriginal (75.5%), but not nearly so high as for smaller NWT communities (95.7%). Potential workers are reasonably well educated with 44.5% having high school graduation or higher, considerably above the figure for smaller communities (27.6%) but lower than Yellowknife (66.8%). Like Yellowknife, the potential labour force is particularly young, 44.2% being 15-24 years of age.

Annual Work Patterns in Hay River, Fort Smith and Inuvik

The 1999 NWT labour force asked about the months of employment during the previous year. More people residing in Hay River, Fort Smith and Inuvik had worked during 1998, some 87.1% of persons 15 years and over, compared to 82.6% territorially and just 68.3% in smaller NWT communities.

Also, employment in Hay River, Fort Smith and Inuvik included most months of the year. For example, an estimated 59.3% of persons 15 years and over had worked in ten months or more during 1998, compared to a territorial average of 54.5% and just 31.6% for smaller NWT communities. As well, fewer individuals reported working in less than four months of the year, some 7.1% versus 10.5% territorially and 16.3% in smaller NWT communities.

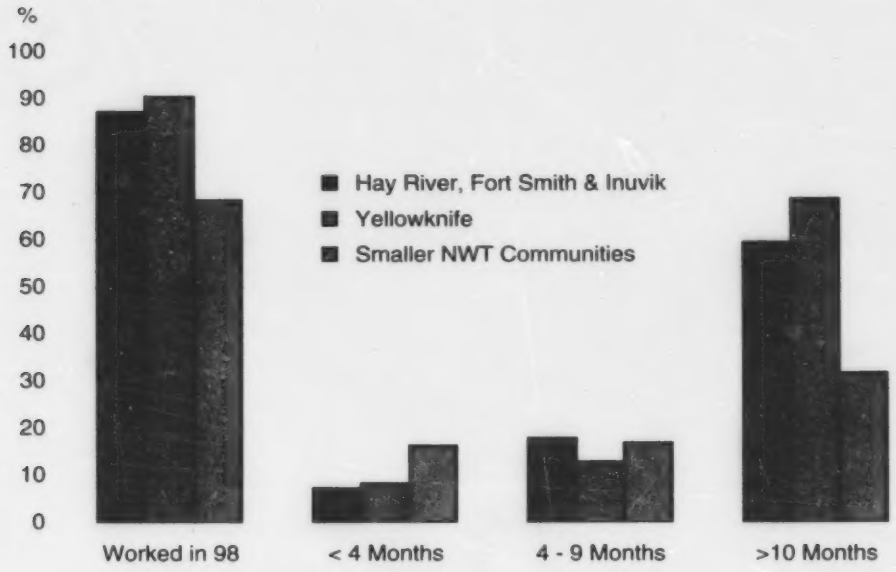
Persons (%) living in Hay River, Fort Smith and Inuvik are employed during most months of the year ...



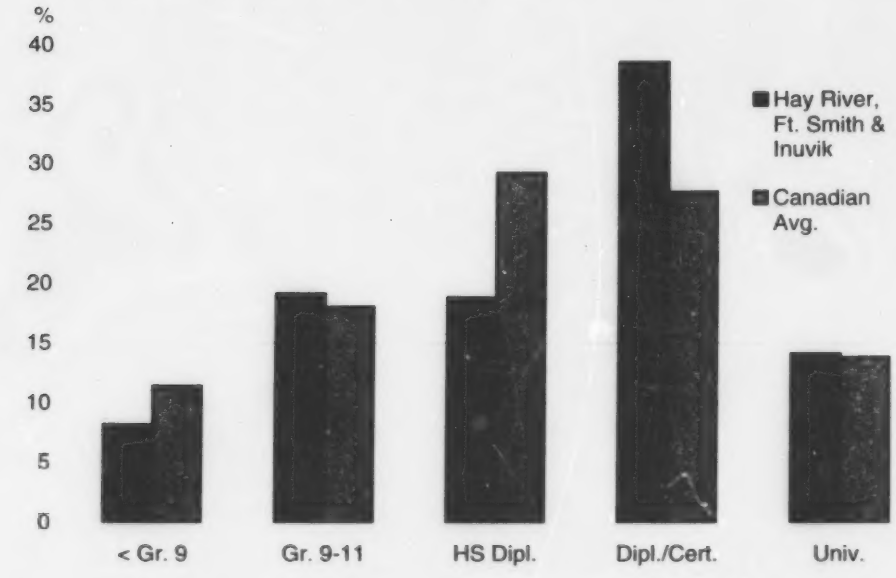
Historical Level of Schooling in Hay River, Fort Smith and Inuvik

Education levels in Hay River, Fort Smith and Inuvik have improved during the past ten years. In winter 1989, some 64.0% of persons 15 years and older had either high school graduation or higher education. For winter 1999, that figure had risen to 71.4%. Notable improvements were seen for trades or college certificates and diplomas, and for persons with a university degree.

Education levels (%) in Hay River, Fort Smith and Inuvik have improved over the past ten years ...



And are now at least equal to national levels (%) ...



Also, compared to Canada, a slightly higher percentage of persons in these communities now have a high school education or better. Further, a considerably higher percentage of persons in Hay River, Fort Smith and Inuvik have a trades or college certificate or diploma, while about the same percentage has a university degree.

Smaller NWT Communities: Statistical Overview

Labour Force Activity

	Smaller NWT Communities	Total NWT
Population 15 Years & Over	9,434	29,506
Labour Force	6,285	23,090
Employed	4,566	19,920
Unemployed	1,719	3,170
Participation Rate	66.6%	78.3%
Unemployment Rate	27.4%	13.7%
Employment Rate	48.4%	67.5%

Selected Employment Rates

	Smaller NWT Communities	Total NWT
Male	49.1%	69.4%
Female	47.5%	65.4%
Aboriginal	40.3%	47.9%
Non-Aboriginal	85.9%	84.1%
15 - 24 Years	26.7%	44.6%
25 - 44 Years	63.9%	79.7%
45 Years & Over	40.7%	63.2%
Less than Grade 9	22.8%	26.0%
Grade 9 - 11	38.1%	49.1%
High School Diploma	65.5%	76.5%
Certificate or Diploma	71.6%	81.1%
University Degree	90.4%	89.9%
1999	48.4%	67.5%
1996	50.8%	68.2%
1994	42.6%	65.7%
1991	48.9%	69.3%
1989	40.0%	65.8%

Employed Persons

	Smaller NWT Communities		Total NWT	
Employed Persons	4,566	100.0%	19,920	100.0%
Full-Time	3,686	80.7%	16,897	84.8%
Part-Time	724	15.9%	2,723	13.7%

Top 5 Occupations – Smaller NWT Communities

1. School Teachers 6.1%
2. Heavy Equipment Operators 6.0%
3. Cleaners 5.5%
4. Community & Social Service Workers 4.6%
5. Cashiers 4.4%

Top 5 Occupations – Total NWT

1. Administrative Occupations 5.5%
2. Cleaners 3.8%
3. Social Service & Community Workers 3.6%
4. Clerical Occupations 3.2%
5. School Teachers 3.2%

Top 5 Industries – Smaller NWT Communities

1. Local Administration 19.8%
2. Educational Services 10.6%
3. General Merchandise Stores 7.6%
4. Territorial Administration 6.5%
5. Construction Contracting 5.8%

Top 5 Industries – Total NWT

1. Territorial Administration 14.2%
2. Local Administration 7.4%
3. Educational Services 7.1%
4. Federal Administration 4.4%
5. Mining 4.4%

Potential Labour Supply

	Smaller NWT Communities		Total NWT	
Not Working & Want a Job	2,766	100.0%	5,158	100.0%
Male	1,642	59.4%	2,791	54.1%
Female	1,124	40.6%	2,367	45.9%
Aboriginal	2,648	95.7%	3,944	76.5%
Non-Aboriginal	118	4.3%	1,214	23.5%
15 - 24 Years	932	33.7%	1,940	37.6%
25 - 39 Years	1,300	47.0%	2,314	44.9%
45 Years & Over	534	19.3%	904	17.5%
Less than Grade 9	938	33.9%	1,160	22.5%
Grade 9 - 11	975	35.2%	1,725	33.4%
High School With Diploma	184	6.7%	721	14.0%
Certificate or Diploma	561	20.3%	1,205	23.4%
University Degree	19	0.7%	220	4.3%

Annual Work Patterns - 1998

	Smaller NWT Communities	Total NWT
Worked at Job or Business	68.3%	82.6%
Less than 4 Months	16.3%	10.5%
4 to 9 Months	16.9%	15.3%
10 Months or More	31.6%	54.5%

Historical Highest Level of Schooling

	1999	1994	1989
Smaller NWT Communities			
Less than Grade 9	29.2%	34.5%	49.3%
Grade 9 - 11	25.1%	21.3%	15.5%
High School With Diploma	9.2%	8.7%	7.9%
Certificate or Diploma	27.0%	25.7%	22.1%
University Degree	6.0%	4.7%	4.3%
Total NWT			
Less than Grade 9	12.8%	15.6%	22.5%
Grade 9 - 11	19.1%	19.1%	17.1%
High School Diploma	19.6%	18.9%	19.9%
Certificate or Diploma	32.5%	29.7%	27.5%
University Degree	14.0%	14.6%	12.4%

Smaller NWT Communities

Introduction

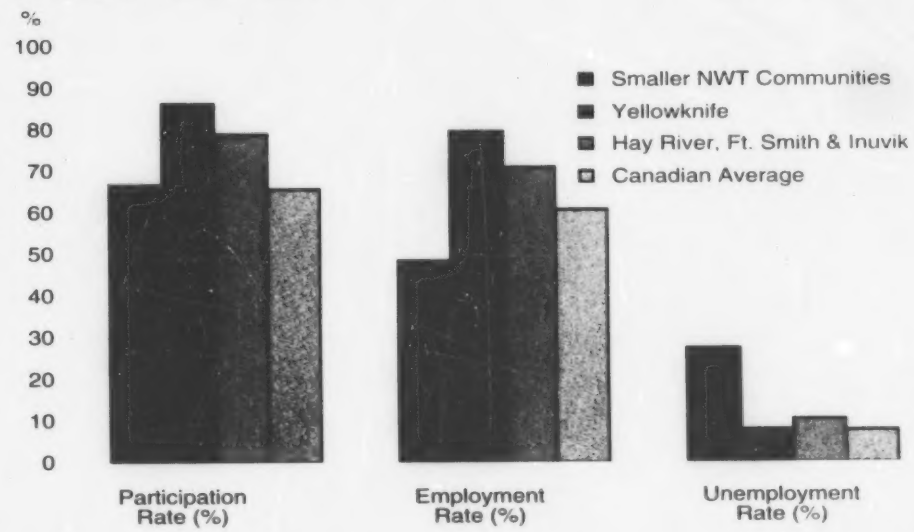
Almost 14,000 persons, about one-third of the territorial population, live in smaller communities within the NWT, that is, in places other than Yellowknife, Hay River, Fort Smith or Inuvik. These communities have a young population profile and few jobs when compared to the larger centers in the territory. Further, most persons living in smaller communities are of aboriginal descent, and most have lived in the NWT since birth.

Employment and Unemployment in Smaller NWT Communities

In winter 1999, an estimated 9,434 persons 15 years of age or over, the reference group for labour force surveys, were living in smaller NWT communities. Of these, some 6,285 persons were in the labour force for a participation rate of 66.6%, well below the NWT average of 78.3%. However, labour force participation was considerably above the 57.7% rate observed ten years earlier, and slightly above the national average for 1999, which stood at 65.6%.

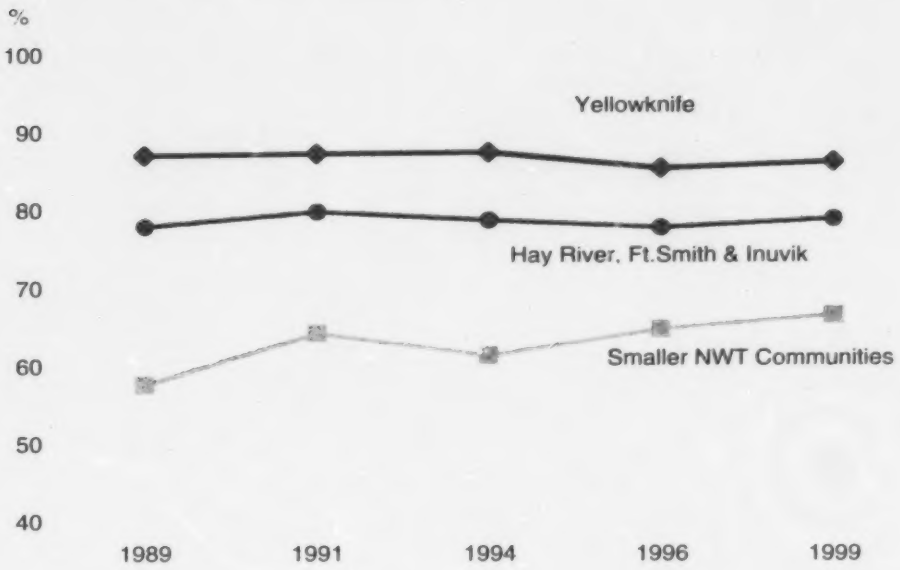
In smaller NWT communities, some 4,566 persons were working at the time of the 1999 labour force survey, for an employment rate of just 48.4% compared to 67.5% territorially, and 60.6% nationally. However, employment rates in smaller NWT communities have improved considerably compared to the situation ten years earlier in winter 1989, when employment stood at just 40.0%. In contrast, during this period, employment rates have declined somewhat in Yellowknife while increasing only slightly in the NWT regional centers. Notably, employment in smaller NWT communities has also been higher in Census years compared to rates observed for the three NWT labour force surveys. Census statistics refer to late spring, while the labour force surveys were completed during the winter months.

Smaller NWT Communities have lower participation and employment rates, and much higher unemployment rates ...

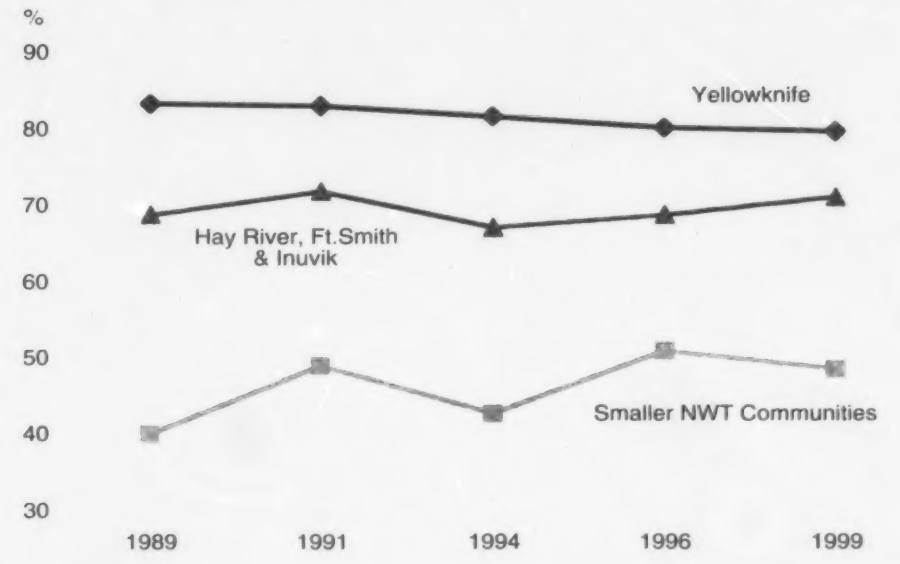


Looking at unemployment in smaller NWT communities, a total of 1,719 persons were not working and also looking for a job, for an unemployment rate of 27.4%, a figure twice the territorial rate (13.7%) and 3.6 times the national average (7.6%). On a positive note, the unemployment rate for smaller communities was down somewhat from the 30.7% level registered ten years earlier.

Labour force participation rates (%) for smaller NWT communities have increased markedly since 1989 ...



Along with the employment rate (%) ...



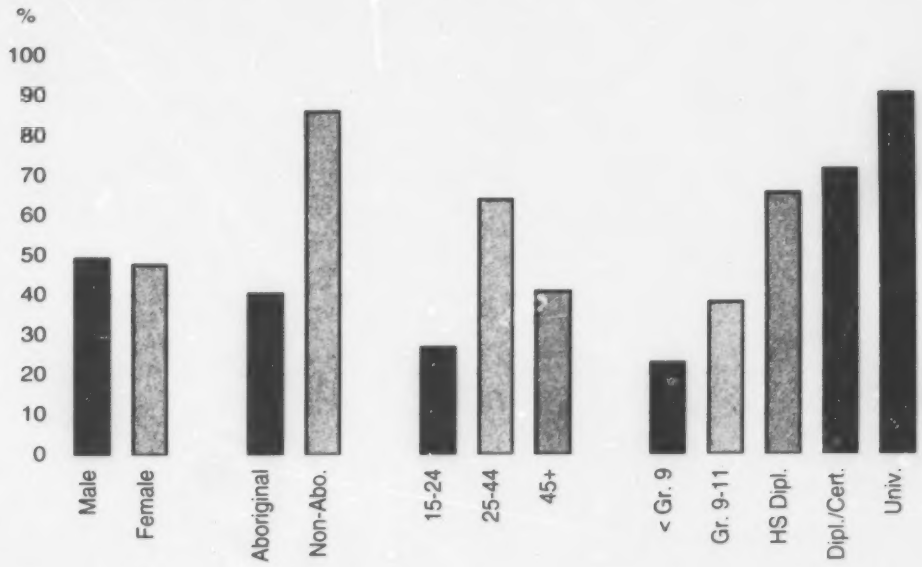
Selected Employment Rates in Smaller NWT Communities

Employment rates in smaller NWT communities vary considerably according to age group, with persons 25-44 years having a much higher employment level (63.9%). However, little difference in employment rates is observed between men and women.

Particularly large employment rate differences are seen between aboriginal vs. non-aboriginal persons living in smaller NWT communities. In particular, the rate observed for non-aboriginals (85.9%) is more than twice the rate for aboriginal persons (40.3%). Many non-aboriginal persons living in smaller communities have moved there and remained for employment reasons, in many cases, to teach school, work for or manage a business, or for government employment.

Employment rates are also much higher among those who are better educated. Individuals with more education can more easily find work, whether in smaller communities or elsewhere.

Employment rates (%) in smaller communities vary among age groups and particularly according to education level and ethnic group ...



Employment Patterns in Smaller NWT Communities

Looking at work patterns, an estimated 80.7% of employed persons in the smaller communities worked full-time during Winter 1999, somewhat below the territorial average of 84.8%, although similar to the national average, which stood at 81.5%. At 15.9%, part-time employment among workers in NWT smaller communities stood a little higher than the territorial average (13.7%) but well below the 18.5% figure seen nationally.

The top five occupations in smaller communities, representing 26.7% of total employment, were School Teachers, Heavy Equipment Operators, Cleaners, Community & Social Services Workers, and Cashiers. The top five industries, accounting for 50.2% of persons with jobs, were Local Administration, Educational Services, General Merchandise Stores, Territorial Administration, and Construction Contracting.

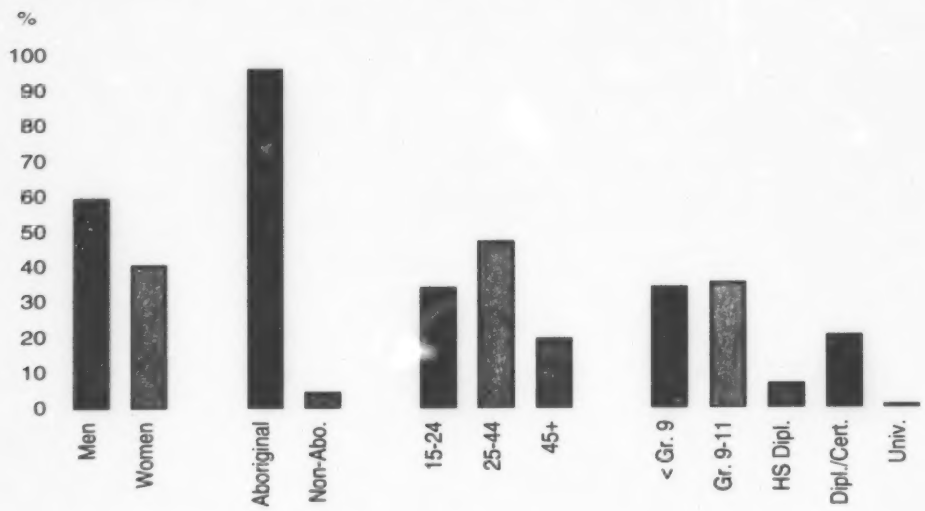
Potential Labour Supply in Smaller NWT Communities

Potential labour supply is defined as those persons who are not working and who also want a job. This definition includes both persons who are officially unemployed (i.e., looking for a job) as well as those who are not actively looking for work.

The potential labour supply and its characteristics are an important consideration in labour market planning, as this group comprises those persons who are currently available for employment. The potential labour force is therefore often the focus for training and job creation programs.

In the smaller NWT communities, the potential labour force statistic is considerably higher than the official count of unemployed based on those actively looking for work. In winter 1999, an estimated 2,766 persons were not working and reported they wanted a job. This figure compares to the official unemployment estimate of 1,719 persons, a difference of more than a thousand persons, or 61% higher.

The potential labour force (%) in smaller communities is disproportionately male, aboriginal, young, and has less than high school graduation ...



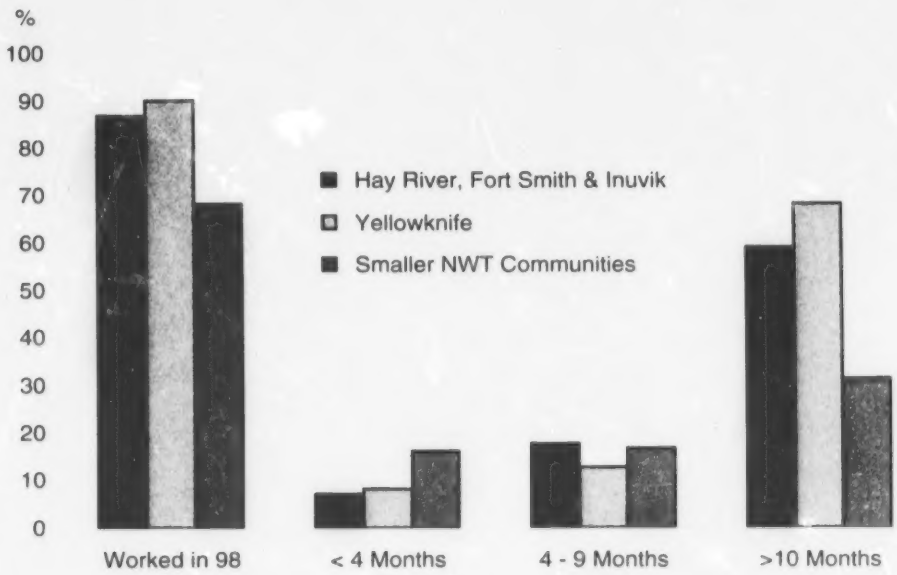
For smaller communities, the potential labour supply is disproportionately:

- male (59.4%);
- aboriginal (95.7%); and
- young (33.7% are 15-24 years of age); and
- with less than high school graduation (69.1%).

Annual Work Patterns in Smaller NWT Communities

The 1999 NWT labour force asked about the months of employment during the previous year. Fewer people residing in the smaller NWT communities had worked during 1998 — some 68.3% of persons 15 years and over, compared to 82.6% territorially. Also, employment in smaller communities included fewer months. For example, just 31.6% of persons 15 years and over had worked in ten months or more during 1998, compared to a territorial average of 54.5%. As well, considerably more individuals reported working in fewer than four months of the year, some 16.3% versus 10.5% territorially.

Persons (%) living in smaller communities are employed during fewer months of the year ...

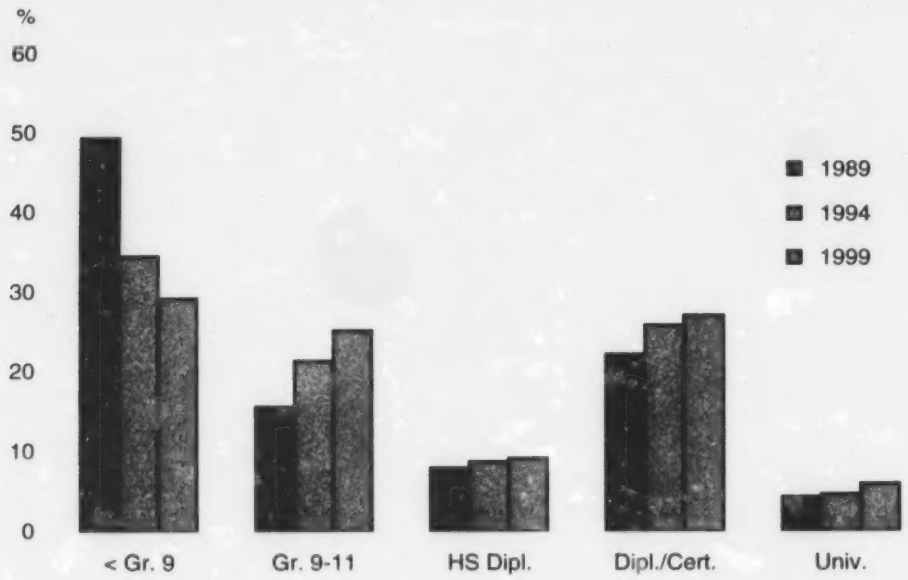


Historical Level of Education in Smaller NWT Communities

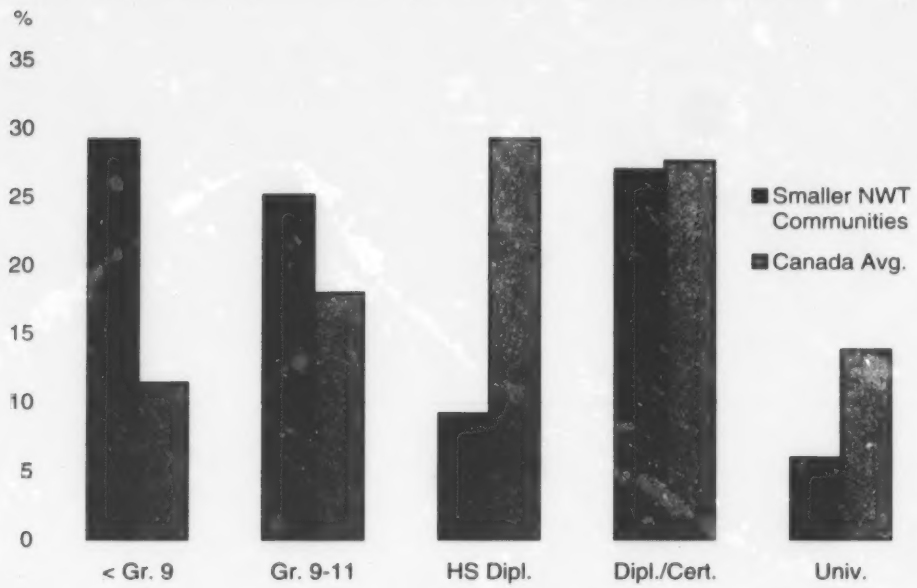
Education levels have improved considerably for the predominantly aboriginal population that lives in the smaller NWT communities. This development is good news for employability, although not directly addressing the lack of employment opportunities in smaller communities reflecting the absence of local economic development.

Compared to winter 1989, far fewer residents of smaller communities now have less than Grade 9 education — 29.2% vs. 49.3%. This improvement reflects population factors (such as aging) as well as the fact that children are staying in school, due in good measure to the extension of grade level offerings outside the larger centers.

Education levels (%) are improving in the smaller NWT communities ...



However Winter 1999 education levels (%) remained well below national levels ...



Particular improvement has been observed in the percentage of persons who have some high school (25.1%), and those with a trades or college certificate or diploma (27.0%). Also, university completion stood at 6.0%, up from 4.3% ten years earlier. Nevertheless, educational levels in the smaller NWT communities remain well below the level observed territorially as well as at the Canadian level.

Youth: Statistical Overview

Labour Force Activity

	Youth	Total NWT
Population 15 Years & Over	6,233	29,506
Labour Force	3,742	23,090
Employed	2,782	19,920
Unemployed	960	3,170
Participation Rate	60.0%	78.3%
Unemployment Rate	25.7%	13.7%
Employment Rate	44.6%	67.5%

Selected Employment Rates

	Youth	Total NWT
Male	42.4%	69.4%
Female	47.1%	65.4%
Aboriginal	29.4%	47.9%
Non-Aboriginal	65.7%	84.1%
Yellowknife	57.9%	79.5%
Hay River, Ft Smith & Inuvik	46.5%	70.9%
Smaller NWT Communities	26.7%	48.4%
Less than Grade 9	13.6%	26.0%
Grade 9 - 11	37.5%	49.1%
High School Diploma	56.6%	76.5%
Certificate or Diploma	79.2%	81.1%
University Degree	58.3%	89.9%
1999	44.6%	67.5%
1996	0.0%	68.2%
1994	44.8%	65.7%
1991	0.0%	69.3%
1989	48.5%	65.8%

Employed Persons

	Youth		Total NWT	
Employed Persons	2,782	100.0%	19,920	100.0%
Full-Time	1,674	60.2%	16,897	84.8%
Part-Time	1,077	38.7%	2,723	13.7%

Top 5 Occupations – Youth

1. Kitchen Helpers 10.0%
2. Cashiers 7.9%
3. Other Sales Occupations 6.7%
4. Food & Beverage Service 6.6%
5. Retail Salespersons 6.4%

Top 5 Occupations – Total NWT

1. Administrative Occupations 5.5%
2. Cleaners 3.8%
3. Social Service & Community Workers 3.6%
4. Clerical Occupations 3.2%
5. School Teachers 3.2%

Top 5 Industries – Youth

1. Food Services & Drinking Places 15.0%
2. General Merchandise Stores 10.5%
3. Territorial Administration 7.4%
4. Accomodation Services 6.5%
5. Local Administration 5.9%

Top 5 Industries – Total NWT

1. Territorial Administration 14.2%
2. Local Administration 7.4%
3. Educational Services 7.1%
4. Federal Administration 4.4%
5. Mining 4.4%

Potential Labour Supply

	Youth		Total NWT	
Not Working & Want a Job	1,940	100.0%	5,158	100.0%
Male	1,079	55.6%	2,791	54.1%
Female	861	44.4%	2,367	45.9%
Aboriginal	1,464	75.5%	3,944	76.5%
Non-Aboriginal	476	24.5%	1,214	23.5%
Yellowknife	572	29.5%	1,405	27.2%
Hay River, Ft Smith & Inuvik	436	22.5%	987	19.1%
Smaller NWT Communities	932	48.0%	2,766	53.6%
Less than Grade 9	282	14.5%	1,160	22.5%
Grade 9 - 11	1,113	57.4%	1,725	33.4%
High School With Diploma	409	21.1%	721	14.0%
Certificate or Diploma	90	4.6%	1,205	23.4%
University Degree	19	1.0%	220	4.3%

Annual Work Patterns - 1998

	Youth	Total NWT
Worked at Job or Business	78.1%	82.6%
Less than 4 Months	25.6%	10.5%
4 to 9 Months	20.6%	15.3%
10 Months or More	28.0%	54.5%

Historical Highest Level of Schooling

	1999	1994	1989
Youth			
Less than Grade 9	9.2%	13.0%	26.7%
Grade 9 - 11	49.9%	44.7%	33.5%
High School With Diploma	30.2%	20.9%	24.8%
Certificate or Diploma	8.5%	16.6%	12.6%
University Degree	1.2%	2.6%	1.4%
Total NWT			
Less than Grade 9	12.8%	15.6%	22.5%
Grade 9 - 11	19.1%	19.1%	17.1%
High School Diploma	19.6%	18.9%	19.9%
Certificate or Diploma	32.5%	29.7%	27.5%
University Degree	14.0%	14.6%	12.4%

Youth

Introduction

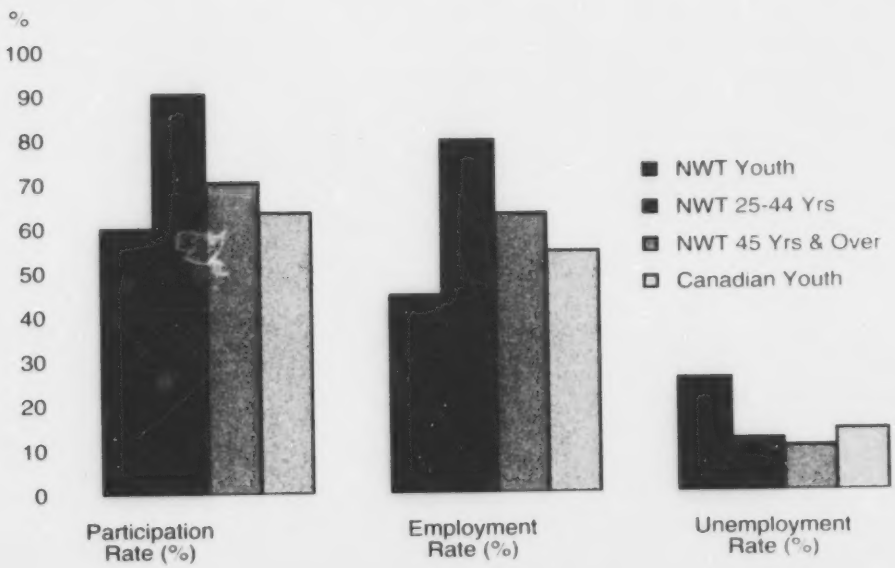
There were an estimated 6,233 NWT youth aged 15–24 years in Winter 1999, representing 21.1% of the territorial working age population. As the NWT population ages over time, the number of youth has been decreasing by 7.3%, compared to 1991 when their population was estimated at 6,727 persons and comprised 24.4% of the territorial population 15 years of age or older. Youth also represent a somewhat different segment of the NWT labour market as many are still in school.

Employment and Unemployment for NWT Youth

In winter 1999, an estimated 6,233 youth aged 15–24 years lived in the NWT. Of these, some 3,742 were in the labour force, for a participation rate of 60.0%. This rate was considerably below the average for all NWT age groups taken together (78.3%), but also somewhat lower when compared to youth nationally (63.5%). Further, the labour force participation among youth territorially has fallen slightly over time, possibly due to more youth staying in school longer.

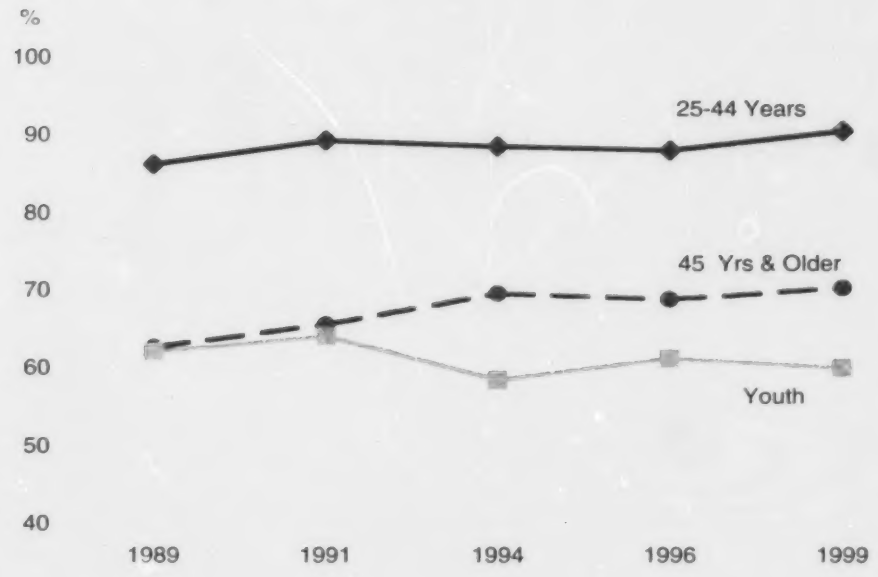
A total of 2,782 NWT youth were working at a job during winter 1999, for a 44.6% employment rate. This statistic was well below the 67.5% figure observed over all age groups territorially, and well below the 54.6% rate for youth nationally. Further, employment among NWT youth has fallen somewhat since 1989, when 48.5% were working.

NWT youth participate in the territorial labour force to a lesser extent and have lower employment rates ...

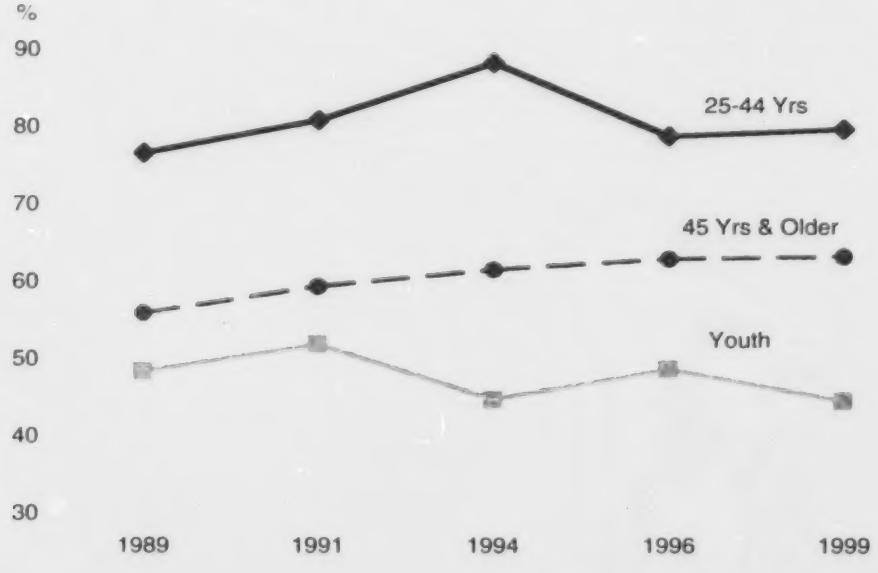


Looking at unemployment among NWT youth, during winter 1999 an estimated 960 young persons were both not working and actively looking for work, for an unemployment rate of 25.7%. This figure is almost twice the NWT average for winter 1999, 13.7% unemployment. Further, the NWT unemployment rate for youth was considerably higher than the comparable rate nationally, which averaged 14.0% among persons 15-24 years.

Participation rates (%) for NWT youth have decreased somewhat since 1989 ...



As have their employment rates (%) ...

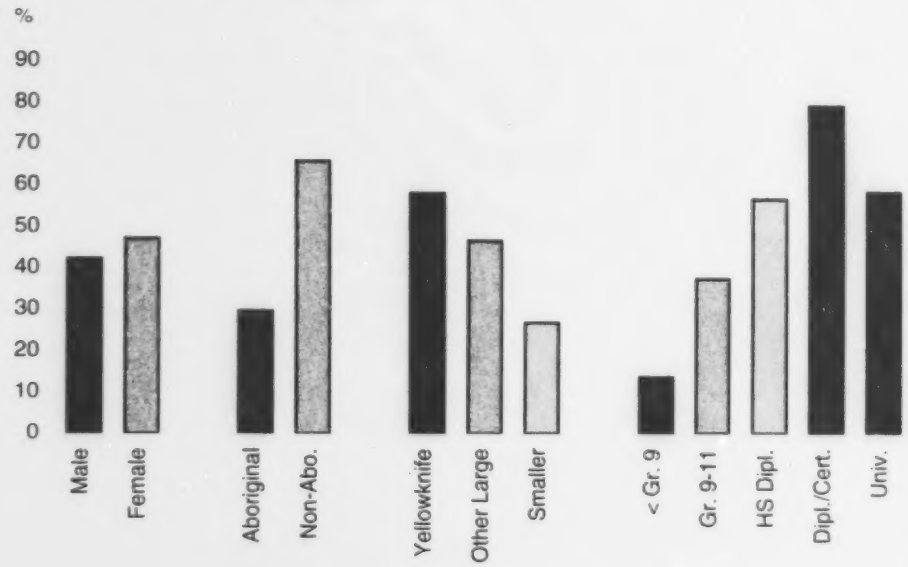


Selected Employment Rates for NWT Youth

Employment rates for NWT youth (the percentage of young persons with a job) differ markedly between aboriginal and non-aboriginal youth, also according to sex, community size and education level.

As noted, a particularly large employment rate differences is observed between aboriginal and non-aboriginal youth. To illustrate, in winter 1999 the employment for non-aboriginal youth stood at 65.7% compared to only 29.4% among aboriginal persons. As well, a somewhat higher employment level (47.1%) was noted for women 15-24 years of age as compared to young men (42.4%). Like other groups, youth are also more likely to have a job when they reside in the larger NWT centers. In Yellowknife, for example, 57.9% of youth were working during winter 1999, compared to 46.5% for Hay River, Ft. Smith and Inuvik, and just 26.7% in the remaining communities. Moreover, education level again markedly impacts employability. For youth, having a trades or college certificate or diploma was the key to having a job, with 79.2% working during winter 1999.

Employment rates (%) among NWT youth vary considerably depending upon ethnic group, community size and education level ...



Employment Patterns Among NWT Youth

NWT youth are less likely to be employed full-time. In winter 1999, an estimated 60.2% of employed youth worked full-time while 38.7% worked part-time. The corresponding statistics for the NWT overall were 84.8% full-time and 13.7% part-time workers. Nationally, employed youth are even more likely than their NWT counterparts to be working part-time (44.6%).

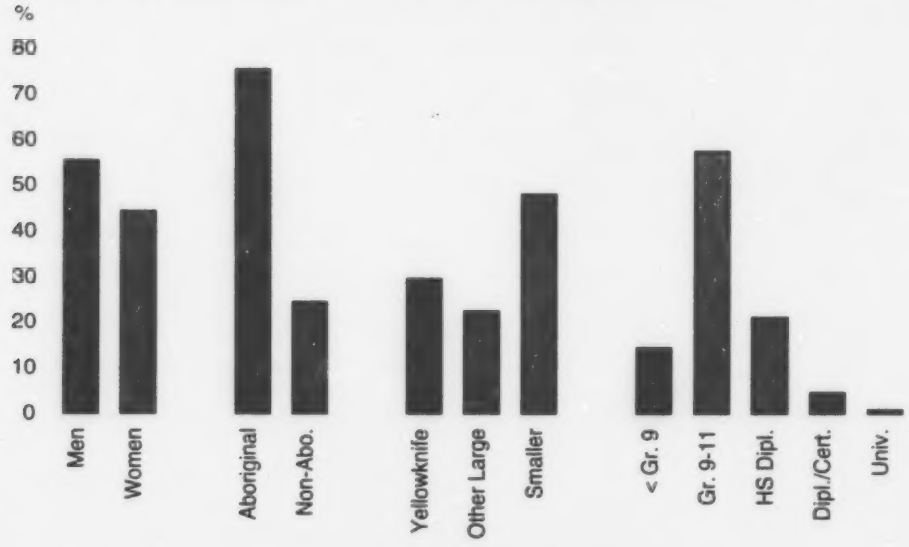
The top five occupations among NWT youth, totaling 37.5% of youth employment, were Kitchen Helpers, Cashiers, Other Sales Occupations, Food & Beverage Service, and Retail Sales Persons. The top five industries, accounting for 45.3% of youth with jobs, were Food Services & Drinking Places, General Merchandise Stores, Territorial Administration, Accommodation Services, and Local Administration.

Potential Labour Supply for NWT Youth

Potential labour supply is defined as those persons who are not working and who want a job. This definition includes both persons who are officially unemployed (i.e., looking for a job) and those who are not actively looking for work. The potential labour supply and its characteristics are an important consideration in labour market planning for youth, as this group are the youth who are currently available for employment. Youth are often a focus for job training and job creation programs.

For NWT youth, as with most groups, the potential labour force is considerably higher than the official count of unemployed. In winter 1999, an estimated 1,940 youth were not working and also reported they wanted a job. Compared to the official unemployment estimate of 960 for youth territorially, the potential labour force figure was some 980 persons higher (or 102%).

The NWT youth potential labour force (%) is disproportionately male, aboriginal, living in smaller communities, and has not completed high school graduation ...



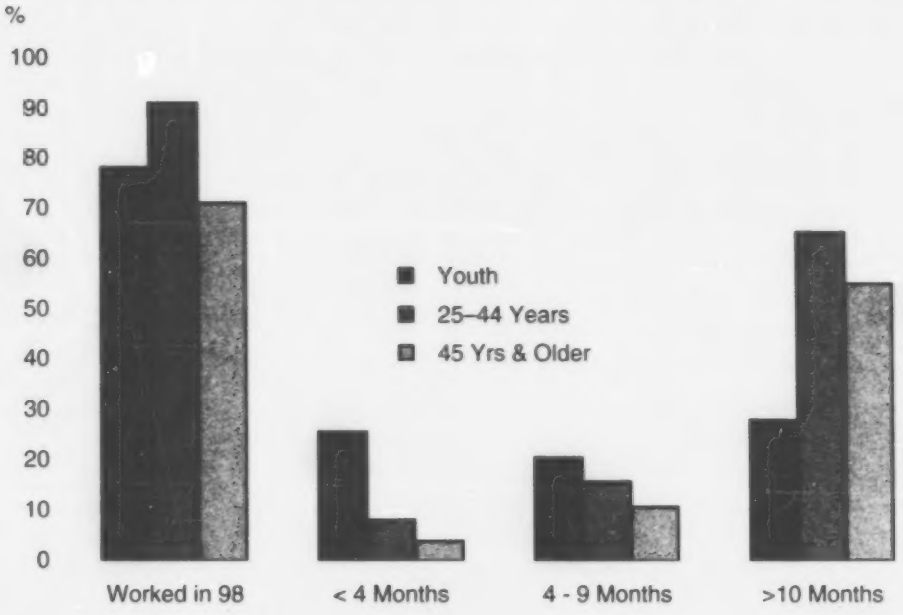
Among NWT youth, the potential labour supply is disproportionately:

- young men (55.6%);
- aboriginal (75.5%);
- living in the smaller communities (48.0%); and
- with less than high school graduation (71.9%).

Annual Work Patterns for NWT Youth

The 1999 NWT labour force asked about employment during the previous year. Somewhat fewer NWT youth had worked during 1998, some 78.1% compared to a territorial average at 82.6%. Further, youth who worked in 1998 reported employment during fewer months, with just 28.0% reporting work in ten or more months, approximately half the NWT average (54.5%).

NWT youth who worked in 1998 (%) were employed during a fewer number of months during the year ...

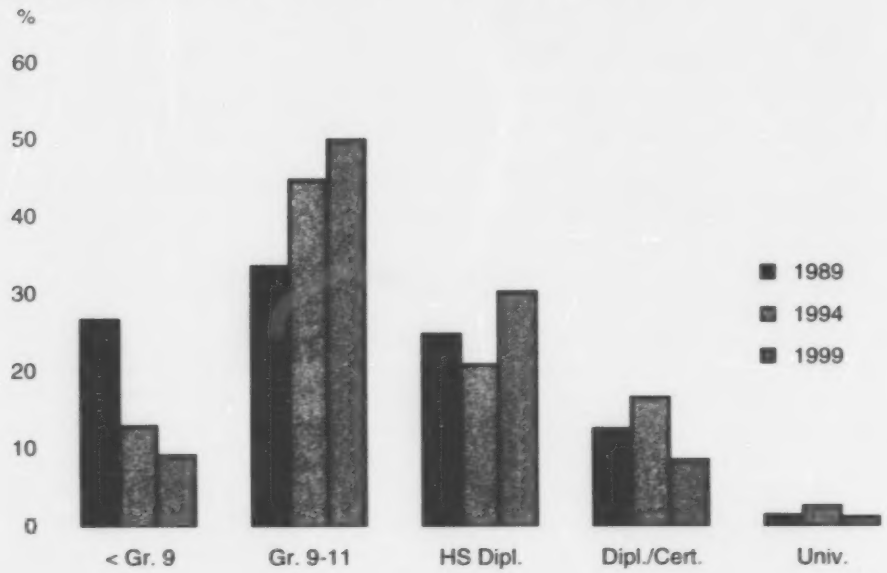


Historical Level of Education for Youth

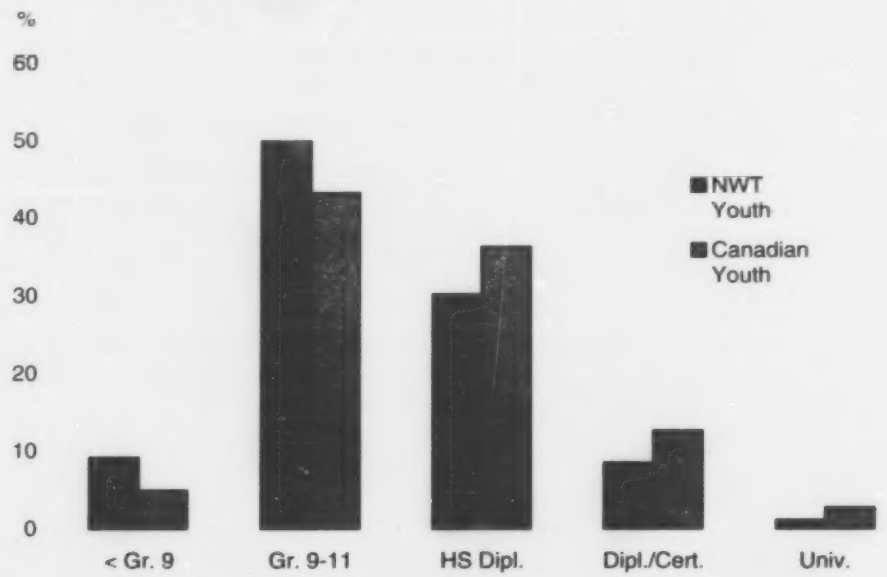
Since 1989, education levels have improved considerably among NWT youth. This development is good news for employability, although not directly addressing the scarcity of employment opportunities for those youth who live in the smaller NWT communities.

Far more NWT youth now have at least some high school education, 90.8% compared to the 73.3% observed in winter 1989. This improvement means that more children are now staying in school, due in good measure to the extension of grade level offerings outside the larger NWT centres.

Education levels (%) are generally improving among NWT youth ...



However, in winter 1999, the overall education level (%) of NWT youth remained considerably below levels seen nationally ...



However, comparisons with national labour force statistics for 1999 show NWT youth are still lagging educational levels seen nationally, and by a considerable margin. In particular, in winter 1999 just 39.9% of youth territorially had a high school diploma or higher education level. This figure compares to 51.8% nationally.

Older Workers: Statistical Overview

Labour Force Activity

	Older Workers	Total NWT
Population 15 Years & Over	8,546	29,506
Labour Force	6,018	23,090
Employed	5,398	19,920
Unemployed	620	3,170
Participation Rate	70.4%	78.3%
Unemployment Rate	10.3%	13.7%
Employment Rate	63.2%	67.5%

Selected Employment Rates

	Older Workers	Total NWT
Male	67.2%	69.4%
Female	58.5%	65.4%
Aboriginal	41.1%	47.9%
Non-Aboriginal	80.3%	84.1%
Yellowknife	78.3%	79.5%
Hay River, Ft Smith & Inuvik	68.6%	70.9%
Smaller NWT Communities	40.7%	48.4%
Less than Grade 9	19.7%	26.0%
Grade 9 - 11	55.6%	49.1%
High School Diploma	83.1%	76.5%
Certificate or Diploma	74.5%	81.1%
University Degree	89.6%	89.9%
1999	63.2%	67.5%
1996	0.0%	68.2%
1994	0.0%	65.7%
1991	0.0%	69.3%
1989	0.0%	65.8%

Employed Persons

	Older Workers		Total NWT	
Employed Persons	5,398	100.0%	19,920	100.0%
Full-Time	4,723	87.5%	16,897	84.8%
Part-Time	599	11.1%	2,723	13.7%

Top 5 Occupations - Older Workers

1. Policy & Program Officers 5.8%
2. Administrative Occupations 5.6%
3. Cleaners 5.2%
4. School Teachers 4.5%
5. Mining, Oil & Gas 3.9%

Top 5 Occupations - Total NWT

1. Administrative Occupations 5.5%
2. Cleaners 3.8%
3. Social Service & Community Workers 3.6%
4. Clerical Occupations 3.2%
5. School Teachers 3.2%

Top 5 Industries - Older Workers

1. Territorial Administration 22.5%
2. Educational Services 9.5%
3. Mining 7.3%
4. Local Administration 6.4%
5. Professional, Scientific & Technical Services 6.1%

Top 5 Industries - Total NWT

1. Territorial Administration 14.2%
2. Local Administration 7.4%
3. Educational Services 7.1%
4. Federal Administration 4.4%
5. Mining 4.4%

Potential Labour Supply

	Older Workers		Total NWT	
Not Working & Want a Job	904	100.0%	5,158	100.0%
Male	523	57.9%	2,791	54.1%
Female	382	42.3%	2,367	45.9%
Aboriginal	676	74.8%	3,944	76.5%
Non-Aboriginal	228	25.2%	1,214	23.5%
Yellowknife	195	21.6%	1,405	27.2%
Hay River, Ft Smith & Inuvik	174	19.2%	987	19.1%
Smaller NWT Communities	534	59.1%	2,766	53.6%
Less than Grade 9	287	31.7%	1,160	22.5%
Grade 9 - 11	113	12.5%	1,725	33.4%
High School With Diploma	53	5.9%	721	14.0%
Certificate or Diploma	344	38.1%	1,205	23.4%
University Degree	50	5.5%	220	4.3%

Annual Work Patterns - 1998

	Older Workers	Total NWT
Worked at Job or Business	71.1%	82.6%
Less than 4 Months	3.8%	10.5%
4 to 9 Months	10.7%	15.3%
10 Months or More	55.2%	54.5%

Historical Highest Level of Schooling

	1999	1994	1989
Older Workers			
Less than Grade 9	22.8%	30.6%	43.1%
Grade 9 - 11	7.1%	9.1%	11.5%
High School With Diploma	13.6%	13.4%	8.8%
Certificate or Diploma	33.8%	27.1%	24.9%
University Degree	19.3%	16.0%	11.2%
Total NWT			
Less than Grade 9	12.8%	15.6%	22.5%
Grade 9 - 11	19.1%	19.1%	17.1%
High School Diploma	19.6%	18.9%	19.9%
Certificate or Diploma	32.5%	29.7%	27.5%
University Degree	14.0%	14.6%	12.4%

Older Workers

Introduction

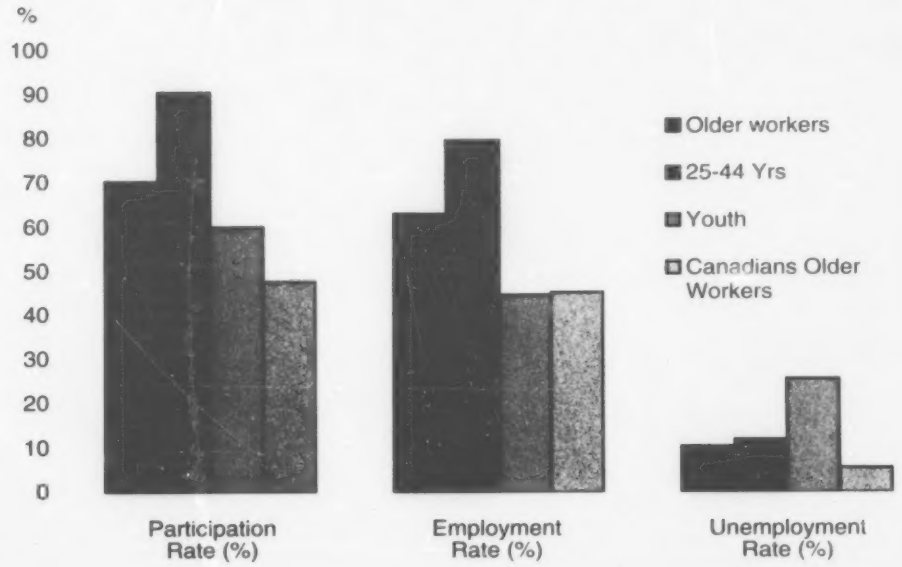
There were an estimated 8,546 NWT older workers aged 45 years of age and over in winter 1999, representing 29.0% of the working age territorial population. As the NWT population profile ages, the number of older workers has been increasing, by 49.3% compared to 1991 when this population group was estimated at 5,937 persons and comprised 21.5% of the territorial population 45 years and over. Older workers therefore represent an increasingly important element of the NWT labour market.

Employment and Unemployment for NWT Older Workers

In winter 1999, an estimated 8,546 persons aged 45 years and over lived in the NWT. Of these, some 6,018 persons were in the labour force, for a participation rate of 70.4%. This rate was somewhat below the average for NWT (78.3%), but much higher than participation by older workers nationally (47.8%). Further, the labour force participation among older workers territorially has been increased over time as the profile of the workforce has aged.

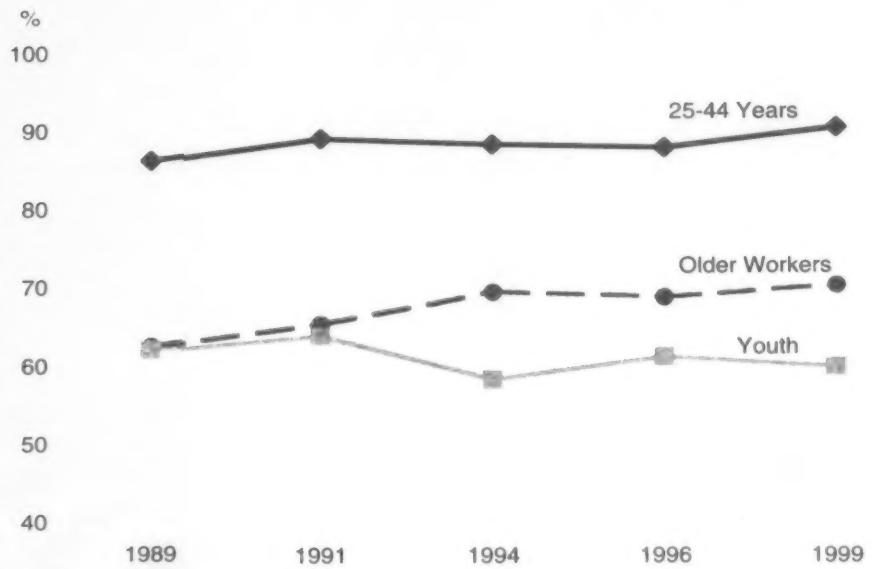
A total of 5,398 NWT older persons were working at a job during winter 1999, for a 63.2% employment rate. This statistic was somewhat below the 67.5% figure observed over all age groups territorially, but considerably higher than the 45.1% rate for older workers nationally. Further, employment among NWT older workers has increased since 1989, when 56% of persons 45 years and over worked.

NWT older workers participate in the territorial labour force somewhat less than 25-44 year olds and have lower unemployment rates ...

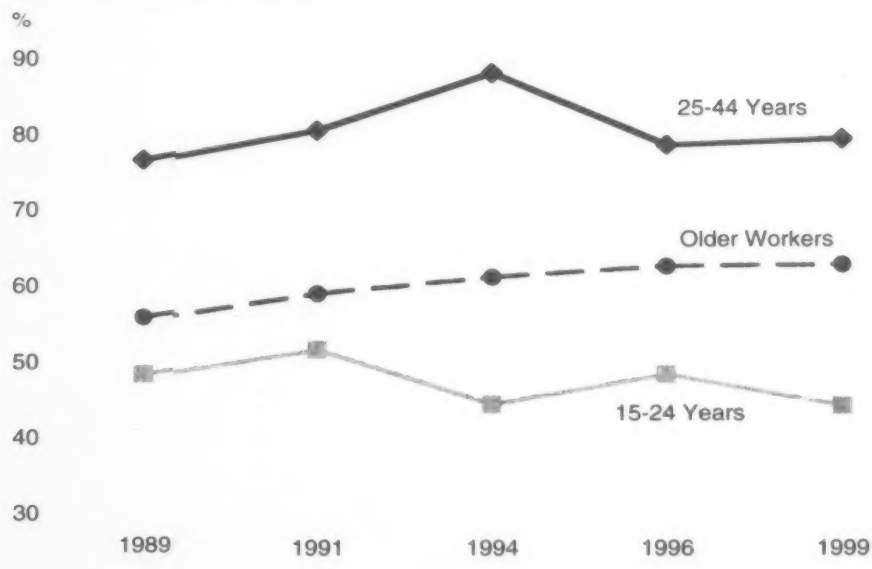


Looking at unemployment among NWT older workers, during winter 1999, an estimated 620 persons 45 years and over were both not working and actively looking for work, for an unemployment rate of 10.3%. This figure is somewhat below the NWT average for winter 1999, 13.7% unemployment. However, the NWT unemployment rate for older workers was well above the comparable rate nationally, which averaged just 5.5% among persons 45 years and over.

Participation rates (%) for NWT older workers have increased since 1989 ...



As have employment rates (%) ...

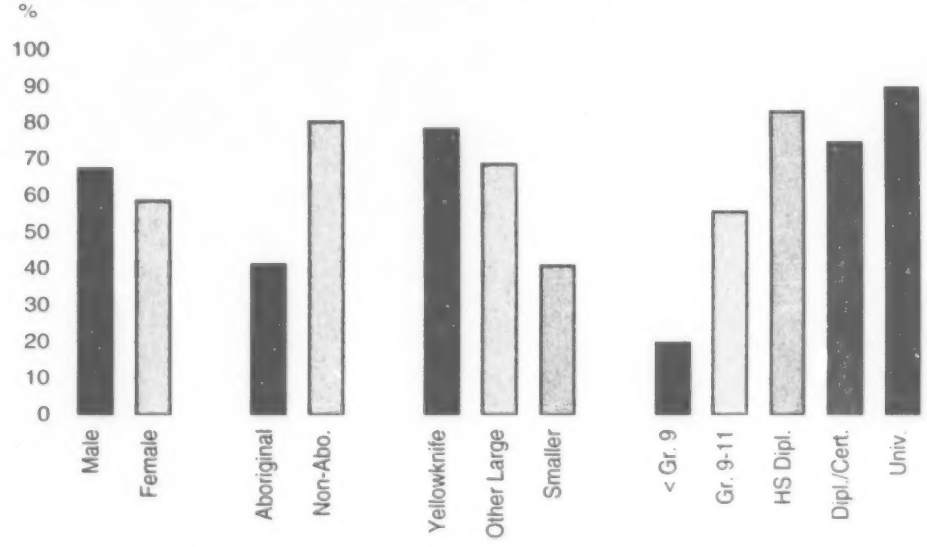


Selected Employment Rates for Older Workers

Employment rates for NWT older workers (percentage of persons 45 and over with a job) differ markedly between aboriginal and non-aboriginal persons, and according to sex, community size and education level.

As noted, a particularly large employment rate differences is observed between aboriginal and non-aboriginal persons 45 years and over. To illustrate, in winter 1999 the employment rate for older workers who were non-aboriginal stood at 80.3% compared to only 41.1% among aboriginal persons. As well, a somewhat higher employment level (67.2%) was noted for men 45 years of age and over as compared to female older workers (58.5%). Like other groups, older workers are also more likely to have a job when they reside in the larger NWT centers. In Yellowknife, for example, 78.3% of older workers were working during winter 1999, compared to 68.6% for Hay River, Ft. Smith and Inuvik, and 40.7% in smaller NWT communities. Moreover, education level once again impacts employability. For older workers, having a high school diploma or higher was the key to holding a job, with four out of five such workers employed during winter 1999.

Employment rates (%) among NWT older workers vary considerably depending upon ethnic group, community size and education level ...



Employment Patterns Among Older Workers

NWT older workers are very likely to be employed full-time. In winter 1999, an estimated 87.5% of employed persons 45 years and over worked full-time while just 11.1% worked part-time. The corresponding statistics for the NWT overall were 84.8% full-time and 13.7% part-time workers. Nationally, employed older workers were somewhat more likely than their NWT counterparts to be working part-time (15.4%).

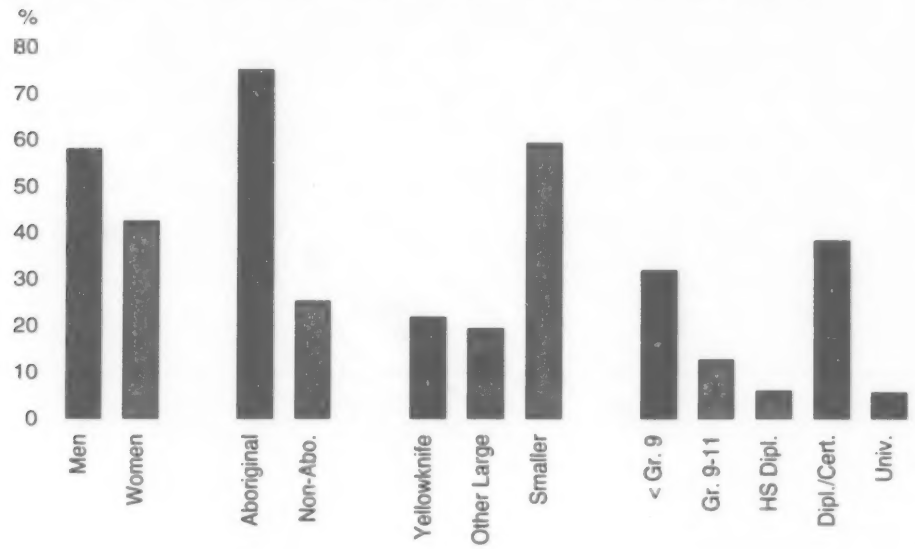
The top five occupations among NWT older workers, totaling 25.0% of employment, were Policy & Program Officers, Administrative Occupations, Cleaners, School Teachers, and Mining, Oil & Gas. The top five industries, accounting for 51.8% of older workers with jobs, were Territorial Administration, Educational Services, Mining, Local Administration, and Professional, Scientific & Technical Services.

Potential Labour Supply for Older Workers

Potential labour supply is defined as those persons who are not working and who want a job. This definition includes both persons who are officially unemployed (i.e., looking for a job) and those who are not actively looking for work. The potential labour supply and its characteristics are an important consideration in labour market planning for older workers, as this is group of older workers who are currently available for employment. As the workforce ages, older workers are becoming an increasing focus for training and job creation programs.

For NWT older workers, as with most groups, the potential labour force statistic stands considerably higher than the official count of unemployed. In winter 1999, an estimated 904 older persons were not working and also reported that they wanted a job. Compared to the official unemployment estimate of 620 for older workers territorially, the potential labour force figure is some 284 persons higher (or 46%).

The potential labour force (%) for older workers is disproportionately male, aboriginal, living in smaller communities, and has a trades or college certificate or diploma ...



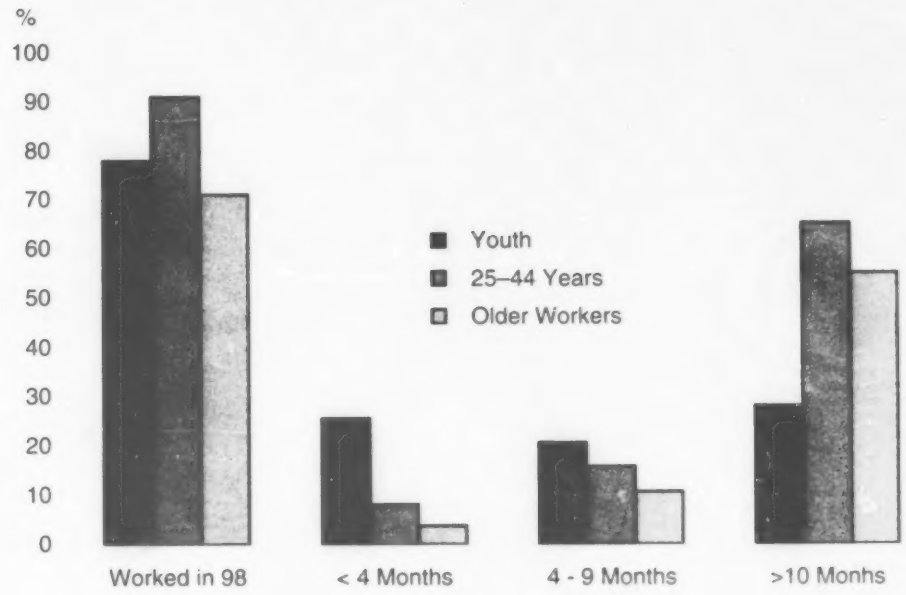
Among NWT older workers, the potential labour supply is disproportionately:

- men (57.9%);
- aboriginal (74.8%);
- living in the smaller communities (59.1%); and
- with a trades or college certificate or diploma (38.1%).

Annual Work Patterns for NWT Older Workers

The 1999 NWT labour force asked about employment during the previous year. Somewhat fewer NWT older workers had worked during 1998, 71.1% compared to a territorial average at 82.6%. Further, among those older persons who had worked in 1998, most (55.2%) reported employment during ten or more months, this was on par with the territorial average (54.5%).

NWT older workers who worked in 1998 (%) were employed during most months of the year ...

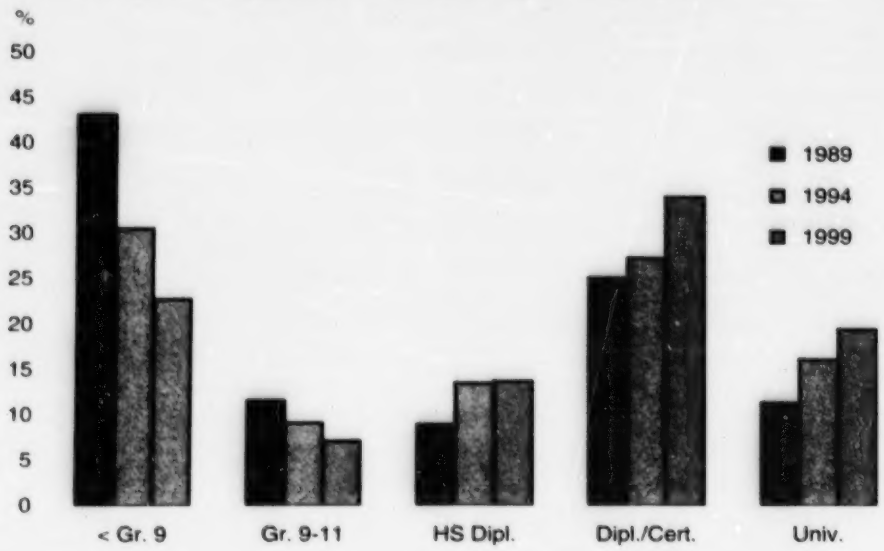


Historical Level of Education for NWT Older Workers

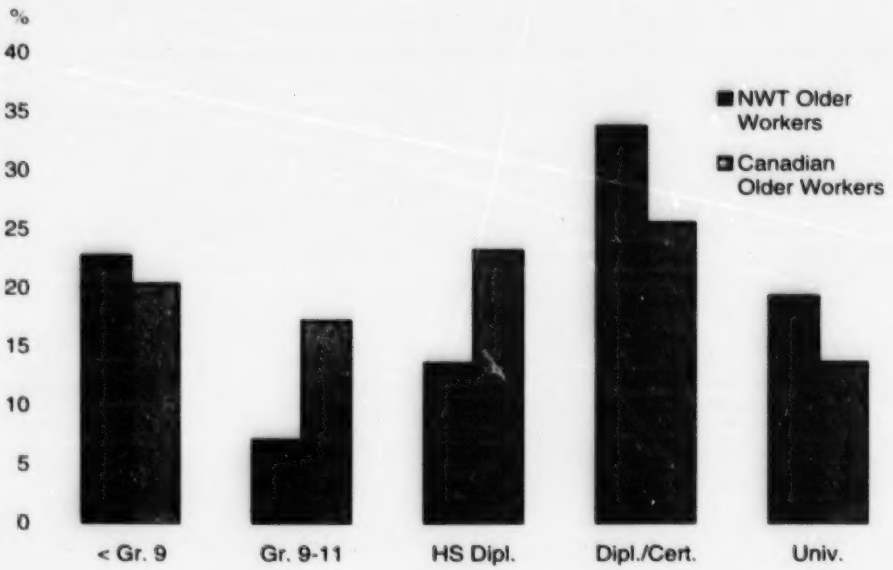
Since 1989, education levels have improved considerably among NWT older workers. This development is good news for employability, although not directly addressing the lack of employment opportunities for those older workers who live in the smaller NWT communities.

Far more NWT older workers now have at least a high school diploma, 13.6% compared to the 8.8% observed in winter 1989. This improvement is largely the result of the aging of the territorial population as better-educated persons move into the 45 years and over age group.

Education levels (%) are generally improving among NWT older workers ...



Further, in winter 1999 the overall education level (%) of NWT older workers exceed levels seen nationally ...



Comparisons with national labour force statistics for 1999 also show that NWT older workers are surpassing educational levels seen nationally. In particular, in winter 1999, some 66.7% of older workers territorially reported having high school diploma or higher education level. This figure compares to 62.5% nationally. As well, a considerably higher percentage of NWT older workers had a university degree (19.3% vs. 13.7%), or a college or trades certificate or diploma (33.8% vs. 25.6%).

Less Than High School Diploma: Statistical Overview

Labour Force Activity

	Less Than High School Diploma	Total NWT
Population 15 Years & Over	9,429	29,506
Labour Force	5,370	23,090
Employed	3,753	19,920
Unemployed	1,617	3,170
Participation Rate	57.0%	78.3%
Unemployment Rate	30.1%	13.7%
Employment Rate	39.8%	67.5%

Selected Employment Rates

	Less Than High School Diploma	Total NWT
Male	42.1%	69.4%
Female	37.3%	65.4%
Aboriginal	32.4%	47.9%
Non-Aboriginal	66.4%	84.1%
15 - 24 Years	33.7%	44.6%
25 - 44 Years	56.1%	79.7%
45 Years & Over	28.2%	63.2%
Yellowknife	57.2%	79.5%
Hay River, Ft Smith & Inuvik	44.6%	70.9%
Smaller NWT Communities	29.9%	48.4%
1999	39.8%	67.5%
1996	44.8%	68.2%
1994	39.3%	65.7%
1991	0.0%	69.3%
1989	39.4%	65.8%

Employed Persons

	Less Than High School Diploma		Total NWT	
Employed Persons	3,753	100.0%	19,920	100.0%
Full-Time	2,415	64.3%	16,897	84.8%
Part-Time	1,259	33.5%	2,723	13.7%

Top 5 Occupations – Less Than High School Diploma

1. Cleaners 9.5%
2. Cashiers 6.6%
3. Trades Helpers 6.3%
4. Food & Beverage Service 6.1%
5. Heavy Equipment Operators 5.9%

Top 5 Occupations – Total NWT

1. Administrative Occupations 5.5%
2. Cleaners 3.8%
3. Social Service & Community Workers 3.6%
4. Clerical Occupations 3.2%
5. School Teachers 3.2%

Top 5 Industries – Less Than High School Diploma

1. Food Services & Drinking Places 10.2%
2. General Merchandise Stores 7.8%
3. Local Administration 7.3%
4. Construction Contracting 5.8%
5. Mining 4.6%

Top 5 Industries – Total NWT

1. Territorial Administration 14.2%
2. Local Administration 7.4%
3. Educational Services 7.1%
4. Federal Administration 4.4%
5. Mining 4.4%

Potential Labour Supply

	Less Than High School Diploma		Total NWT	
Not Working & Want a Job	2,885	100.0%	5,158	100.0%
Male	1,564	54.2%	2,791	54.1%
Female	1,321	45.8%	2,367	45.9%
Aboriginal	2,569	89.0%	3,944	76.5%
Non-Aboriginal	317	11.0%	1,214	23.5%
15 - 24 Years	1,395	48.4%	1,940	37.6%
25 - 39 Years	1,091	37.8%	2,314	44.9%
45 Years & Over	399	13.8%	904	17.5%
Yellowknife	442	15.3%	1,405	27.2%
Hay River, Ft Smith & Inuvik	529	18.3%	987	19.1%
Smaller NWT Communities	1,913	66.3%	2,766	53.6%

Annual Work Patterns - 1998

	Less Than High School Diploma	Total NWT
Worked at Job or Business	64.8%	82.6%
Less than 4 Months	20.0%	10.5%
4 to 9 Months	16.8%	15.3%
10 Months or More	24.8%	54.5%

Historical Highest Level of Schooling

	1999	1994	1989
Less Than High School	100.0%	100.0%	100.0%
Male	51.5%	51.9%	49.6%
Female	48.5%	48.1%	50.4%
Aboriginal	78.2%	72.1%	74.4%
Non-Aboriginal	21.8%	27.9%	25.6%
Yellowknife	25.6%	26.2%	21.9%
Hay River, Ft Smith & Inuvik	20.1%	22.9%	23.6%
Smaller NWT Communities	54.3%	50.9%	54.6%
15 - 24 Years	39.1%	36.2%	37.1%
25 - 44 Years	33.8%	34.8%	31.5%
45 Years & Over	27.1%	29.0%	31.5%

Less Than High School Diploma

Introduction

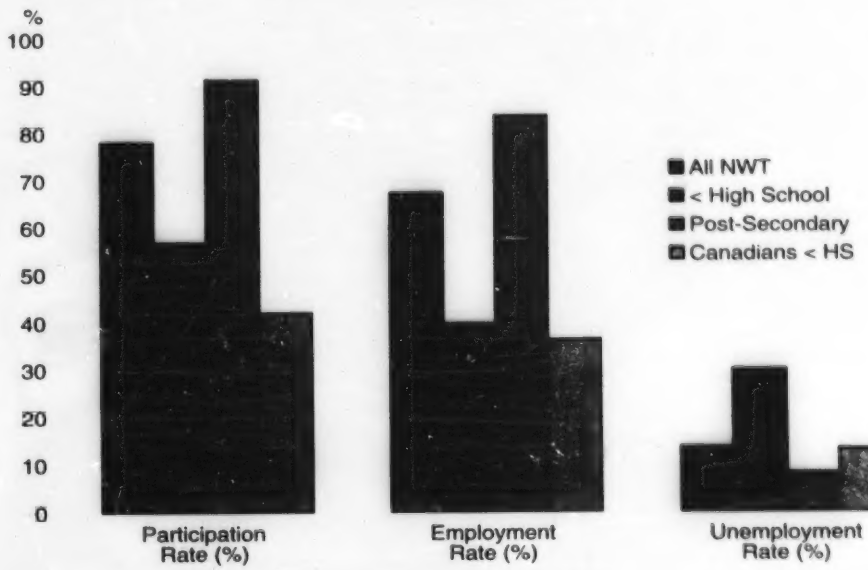
There were an estimated 9,429 persons, or 31.9% of the territorial working age population, with less than a high school diploma in the winter 1999. However, the proportion of the territorial working age population with less than high school as their highest level of schooling has dropped over time. Specifically, in 1989 the percentage of persons 15 year of age and older with less than high school stood at 39.6%, while in 1994 this group represented 34.7% of all persons 15 years of age and over.

Employment and Unemployment for Persons with Less than High School

In winter 1999, an estimated 9,429 persons 15 years of age or over, with less than high school diploma were living in the NWT. Of these, some 5,370 were in the labour force, for a participation rate of 57.0%. This rate was considerably below the NWT average (78.3%), but also somewhat higher when compared with people at a national level with the same level of education (42.0%).

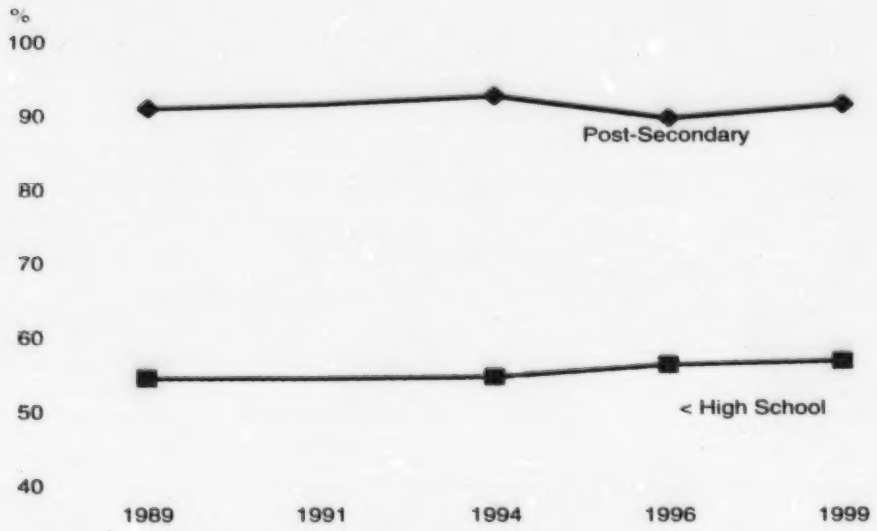
A total of 3,753 persons with less than high school were working at a job during winter 1999, for a 39.8% employment rate. This statistic was well below the 67.5% figure observed territorially, and slightly above the 36.4% rate for Canada for persons with less than a high school education. Further, employment rates have remained virtually unchanged from 10 years earlier, when 39.4% of those with less than high school diploma were working.

Those with less than a high school diploma participate in the territorial labour force to a lesser extent and have lower employment rates ...

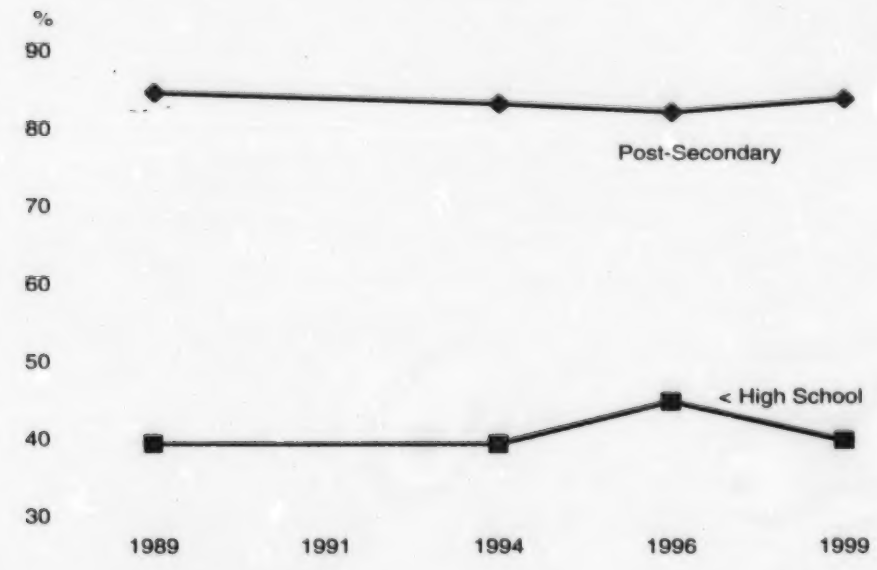


Looking at unemployment among those with less than a high school diploma, during winter 1999 an estimated 1,617 persons were both not working and actively looking for work, for an unemployment rate of 30.1%. This figure is twice the NWT average for winter 1999, 13.7% unemployment and is considerably higher than the comparable rate nationally, which averaged 13.4% among persons with less than high school. It is interesting to note that people with less than high school represent more than 50% of all NWT unemployed persons.

Participation rates (%) for persons with less than a high school diploma have increased marginally since 1989 ...



While their employment rates are virtually unchanged (%) ...



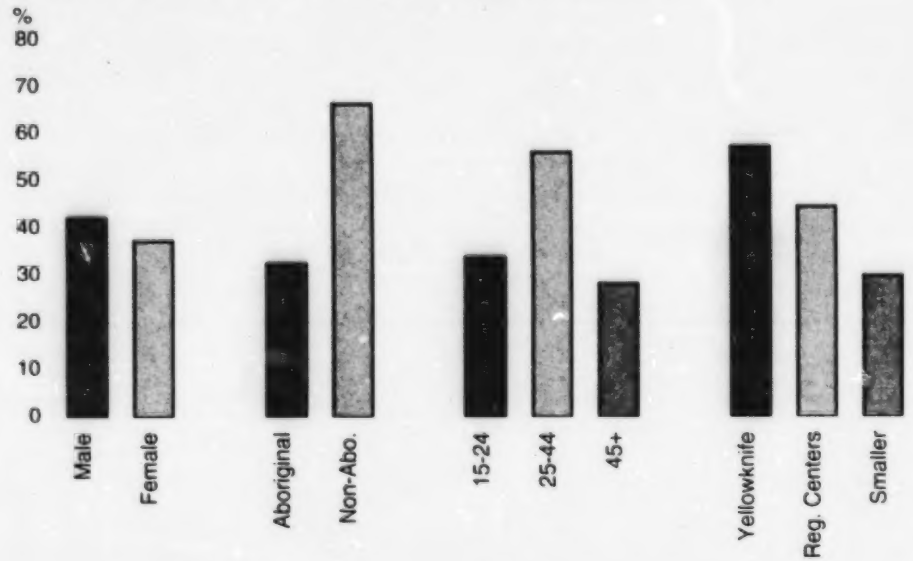
*Data for 1991 not available

Selected Employment Rates for Persons with Less than High School

Employment rates for those with less than a high school diploma differs markedly between aboriginal and non-aboriginal, also according to gender, age and community size. As noted, a particularly large employment rate differences is observed between aboriginal and non-aboriginals in this educational group. To illustrate, in winter 1999 the employment for non-aboriginals stood at 66.4% compared to only 32.4% among aboriginal persons.

Further, a somewhat higher employment level (42.1%) was noted for men as compared to women (37.3%). Age also was a factor, with a 56.1% employment rate for those 25 to 44 years of age, while only 33.7% percent of youth and 28.2% of older workers were employed. Like other groups, those with less than a high school education are also more likely to have a job when they reside in the larger NWT centers. In Yellowknife, for example, 57.2% of persons with less than high school were working during winter 1999, compared to 44.6% for Hay River, Fort Smith and Inuvik, and just 29.9% in the remaining communities.

Employment rates (%) among persons with less than a high school diploma vary considerably depending upon ethnic group, age and community size...



Employment Patterns Among Persons with Less than High School

Although persons with less than a high school diploma are more likely to be employed full-time than part-time, the rate of part-time work for this group is much higher than the territorial average. In winter 1999, an estimated 39.9% of employed persons with less than grade twelve worked part-time, which compares with an value of 13.7% of persons working part-time in the NWT overall. Nationally, persons with less than high school are also more likely to be working part-time (27.4%).

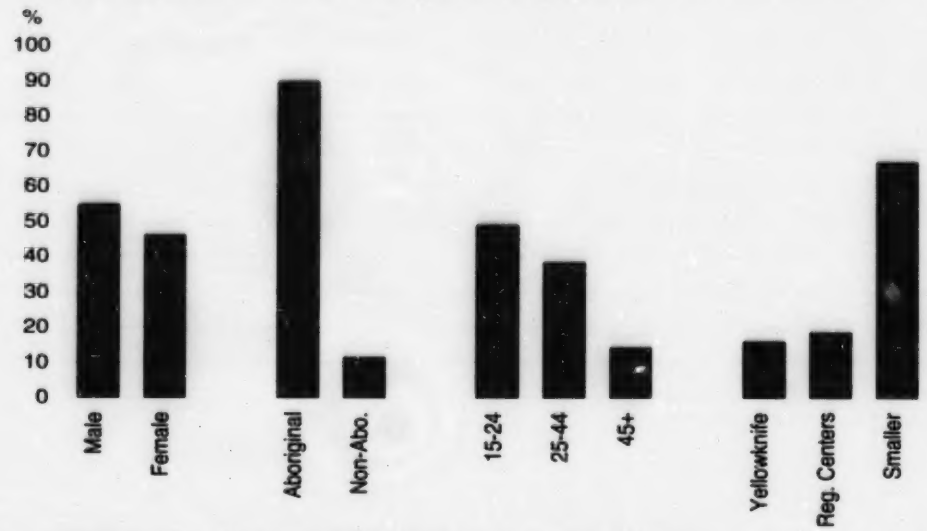
The top five occupations among persons with less than high school, totaling 29.9% of their employment, were Cleaners, Cashiers, Trades Helpers, Food & Beverage Service and Heavy Equipment Operators. The top five industries, accounting for 35.7% of those with jobs, were Food Services & Drinking Places, General Merchandise Stores, Local Administration, Construction Contraction and Mining.

Potential Labour Supply for Persons with Less than High School

Potential labour supply is defined as those persons who are not working and who want a job. This definition includes both persons who are officially unemployed (i.e., looking for a job) and those who are not actively looking for work but want a job. The potential labour supply and its characteristics are an important consideration in labour market planning, as this group comprises those persons who are currently available for employment. The potential labour force is often the focus for job training and job creation programs.

For persons with less than grade twelve, as with most groups, the potential labour force is considerably higher than the official count of unemployed. In winter 1999, an estimated 2,885 persons were not working and also reported they wanted a job. Compared to the official unemployment estimate of 1,617 persons, the potential labour force figure was some 1,268 persons higher (or 78%).

The potential labour force (%) among those with less than high school is disproportionately male, aboriginal, younger and living in smaller NWT communities...



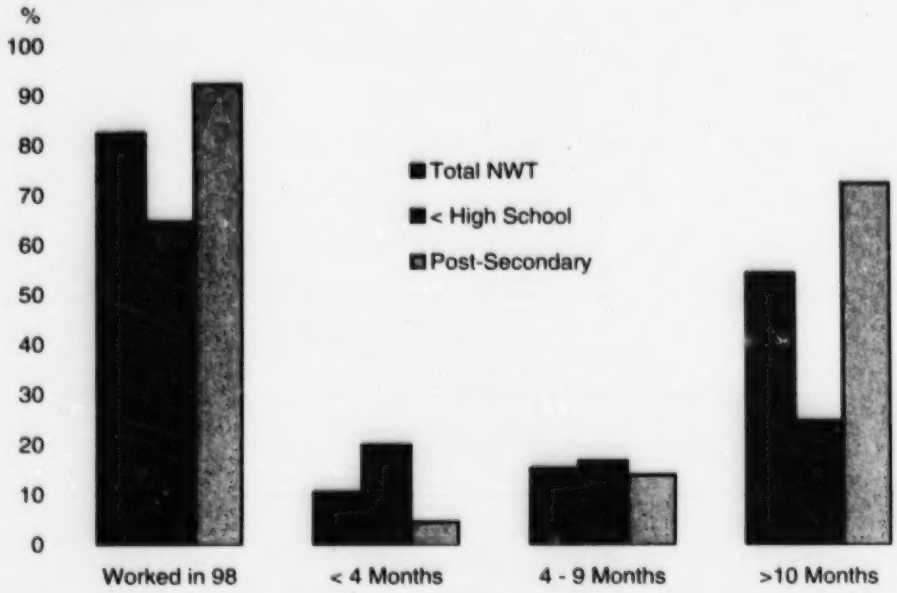
Among NWT persons, the potential labour supply is disproportionately:

- male (54.2%);
- aboriginal (75.5%);
- young (48.4% are 15-24 years of age); and
- living in the smaller communities (66.3%).

Annual Work Patterns for Persons with Less than High School

The 1999 NWT labour force asked about employment during the previous year. Those with less than high school diploma reported fewer persons had worked during 1998, some 64.8% compared to a territorial average of 82.6%. Further, twice as may persons reported working less than four months, 20.1%, than the NWT average of 10.5%. While just 24.9% with less than high school reported working ten months or more, approximately half the territorial average of 54.5%.

Persons with less than high school who worked in 1998 (%) were employed for fewer months during the year ...

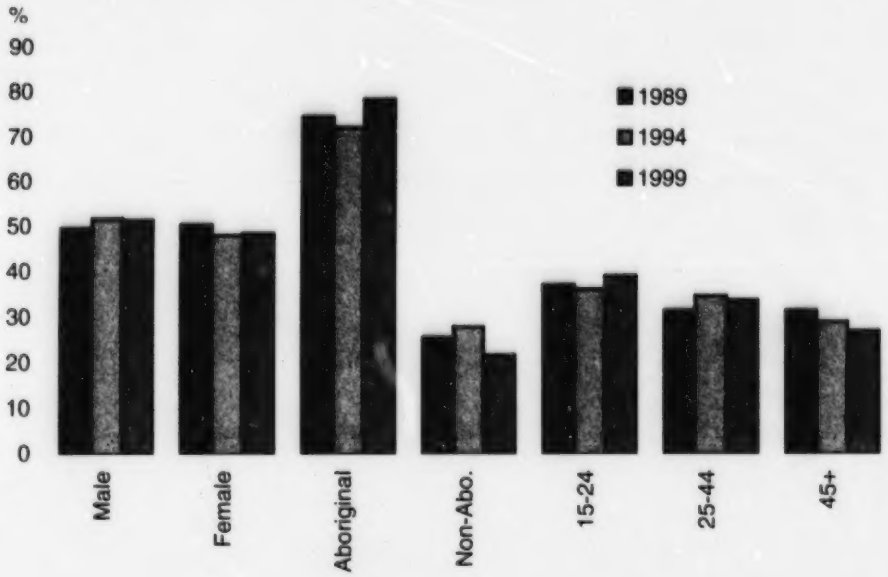


Historical Level of Education Persons with Less than High

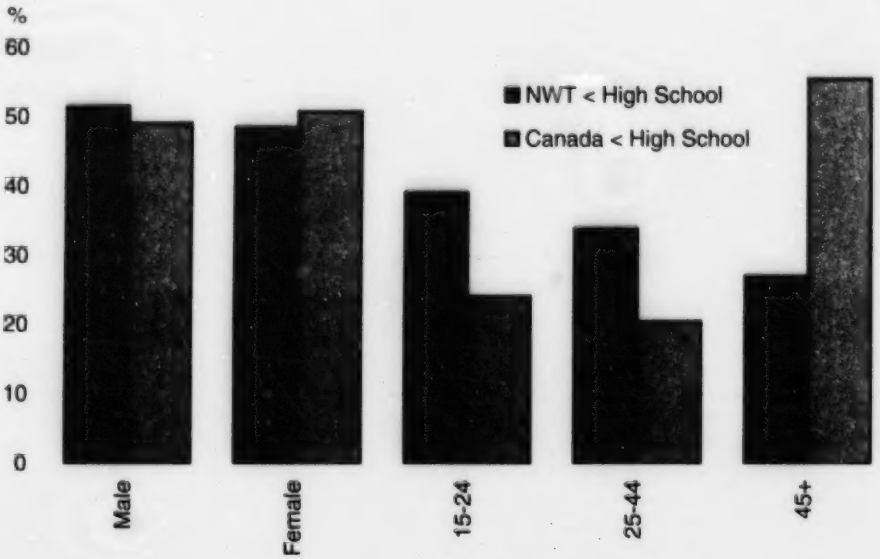
The overall percentage of persons with less than high school as their highest level of education has dropped from 39.6% in 1989, to 34.7% in 1994 to 31.9% in 1999. The most significant gains amongst those with less than high school has been among those with less than Grade 9 which dropped from 22.5% of the territorial population in 1989 to 12.8% in 1999.

Examining the characteristics of those with less than high school as their highest level of schooling shows a relatively steady pattern over time. For example, some 54.3% of persons with less than high school reside in smaller NWT communities which has been relatively consistent since 1989. Further, historically aboriginal persons represented a larger portion of the population with less than a high school diploma in 1989. For example, 74.4 % of aboriginals compared to 25.6% of non-aboriginals had less than a high school diploma. Ten years later, in winter 1999, those numbers remained virtually unchanged, aboriginal persons comprising 78.2% of this group.

The characteristics of persons with less than high school has remained generally unchanged over the past ten years ...



However, the characteristics of NWT persons with less than high school vary in terms of age from those seen nationally ...



Comparing the characteristics of the NWT population with less than high school with the Canadian population with less than high school shows that for both there is approximately even gender split. However, in Canada persons with less than high school are much more likely to be over 45 years of age at 55% of the group compared with the Northwest Territories where those over 45 years of age represent 27.1% of those with less than high school.

Post-Secondary Education: Statistical Overview

Labour Force Activity

	Post-Secondary Education	Total NWT
Population 15 Years & Over	13,717	29,506
Labour Force	12,551	23,090
Employed	11,490	19,920
Unemployed	1,061	3,170
Participation Rate	91.5%	78.3%
Unemployment Rate	8.5%	13.7%
Employment Rate	83.8%	67.5%

Selected Employment Rates

	Post-Secondary Education	Total NWT
Male	85.3%	69.4%
Female	81.9%	65.4%
Aboriginal	71.1%	47.9%
Non-Aboriginal	89.3%	84.1%
15 - 24 Years	76.6%	44.6%
25 - 44 Years	86.3%	79.7%
45 Years & Over	80.0%	63.2%
Yellowknife	87.7%	79.5%
Hay River, Ft Smith & Inuvik	83.9%	70.9%
Smaller NWT Communities	75.0%	48.4%
1999	83.8%	67.5%
1996	82.1%	68.2%
1994	83.1%	65.7%
1991	0.0%	69.3%
1989	84.6%	65.8%

Employed Persons

	Post-Secondary Education		Total NWT	
Employed Persons	11,490	100.0%	19,920	100.0%
Full-Time	10,540	91.7%	16,897	84.8%
Part-Time	907	7.9%	2,723	13.7%

Top 5 Occupations – Post-Secondsary Education

1. Administrative Occupations 18.0%
2. Teachers 9.2%
3. Policy & Program Officers 5.9%
4. Paralegals & Social Workers 4.7%
5. Registered Nurse 4.3%

Top 5 Occupations – Total NWT

1. Administrative Occupations 5.5%
2. Cleaners 3.8%
3. Social Service & Community Workers 3.6%
4. Clerical Occupations 3.2%
5. School Teachers 3.2%

Top 5 Industries – Post-Secondsary Education

1. Territorial Administration 5.8%
2. Educational Services 5.2%
3. Professional, Scientific & Technical Services 4.6%
4. Federal Administration 4.3%
5. Mining 3.5%

Top 5 Industries – Total NWT

1. Territorial Administration 14.2%
2. Local Administration 7.4%
3. Educational Services 7.1%
4. Federal Administration 4.4%
5. Mining 4.4%

Potential Labour Supply

	Post-Secondary Education		Total NWT	
Not Working & Want a Job	1,425	100.0%	5,158	100.0%
Male	769	54.0%	2,791	54.1%
Female	656	46.0%	2,367	45.9%
Aboriginal	905	63.5%	3,944	76.5%
Non-Aboriginal	520	36.5%	1,214	23.5%
15 - 24 Years	109	7.6%	1,940	37.6%
25 - 39 Years	922	64.7%	2,314	44.9%
45 Years & Over	394	27.6%	904	17.5%
Yellowknife	541	38.0%	1,405	27.2%
Hay River, Ft Smith & Inuvik	304	21.3%	987	19.1%
Smaller NWT Communities	580	40.7%	2,766	53.6%

Annual Work Patterns - 1998

	Post-Secondary Education	Total NWT
Worked at Job or Business	92.4%	82.6%
Less than 4 Months	4.7%	10.5%
4 to 9 Months	14.2%	15.3%
10 Months or More	72.7%	54.5%

Historical Highest Level of Schooling

	1999	1994	1989
Post-Secondary Education	100.0%	100.0%	100.0%
Male	55.0%	54.5%	57.8%
Female	45.0%	45.5%	42.2%
Aboriginal	30.3%	27.1%	24.3%
Non-Aboriginal	69.7%	72.9%	75.7%
Yellowknife	50.8%	53.1%	50.1%
Hay River, Ft Smith & Inuvik	26.6%	25.2%	27.8%
Smaller NWT Communities	22.7%	21.8%	22.1%
15 - 24 Years	4.4%	9.4%	8.6%
25 - 44 Years	62.5%	65.9%	70.8%
45 Years & Over	33.1%	24.7%	20.6%

Post-Secondary Education

Introduction

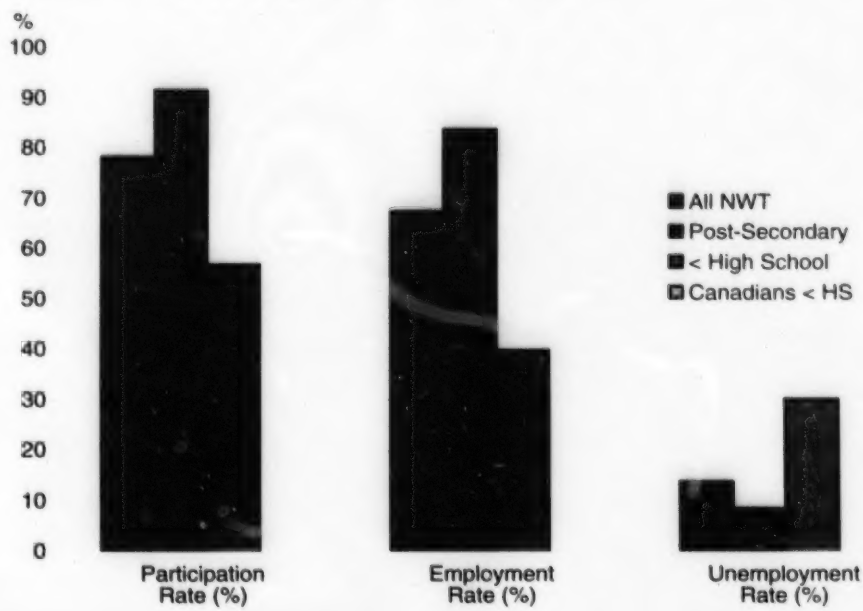
There were an estimated 13,717 persons, or 46.5% of the territorial working age population, with a post-secondary education in winter 1999. This category includes persons with a certificate or diploma and those with a university degree. The proportion of the territorial working age population with a post-secondary education has increased over time from 39.9% in 1989, to 44.3% in 1994 and 46.5% in 1999.

Employment and Unemployment for Persons with Post-Secondary Education

In winter 1999, an estimated 13,717 persons 15 years of age or over, with post-secondary schooling were living in the NWT. Of these, some 12,551 were in the labour force, for a participation rate of 91.5%. This rate was considerably above the NWT average (78.3%), but also somewhat higher than those with a post-secondary education for Canada as a whole (77.0%).

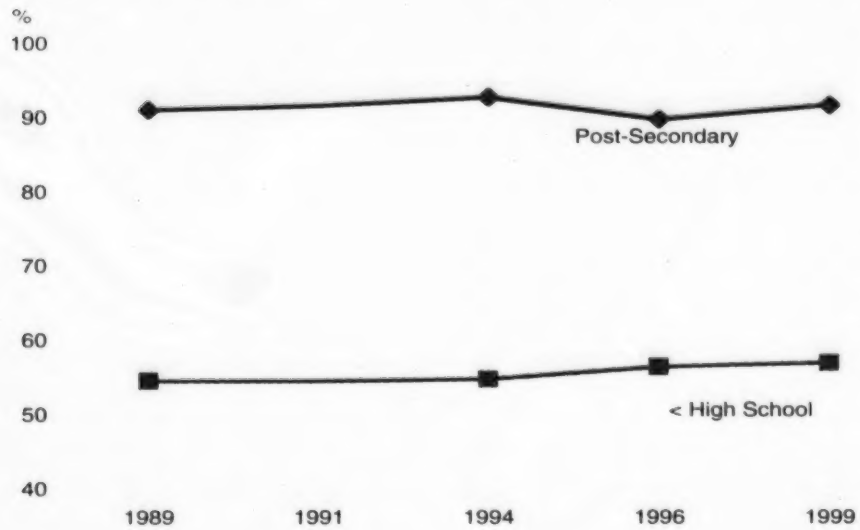
A total of 11,490 persons with post-secondary schooling were working at a job during winter 1999, for an 83.3% employment rate. This statistic was well above the 67.5% figure observed overall territorially, they were also above the 72.6% rate seen nationally for persons with a post-secondary education. Further, employment rates have remained virtually unchanged from 10 years earlier, when 84.6% of those in the Northwest Territories with a post-secondary education were working.

Those with post-secondary education participate in the territorial labour force considerably more and have higher employment rates ...

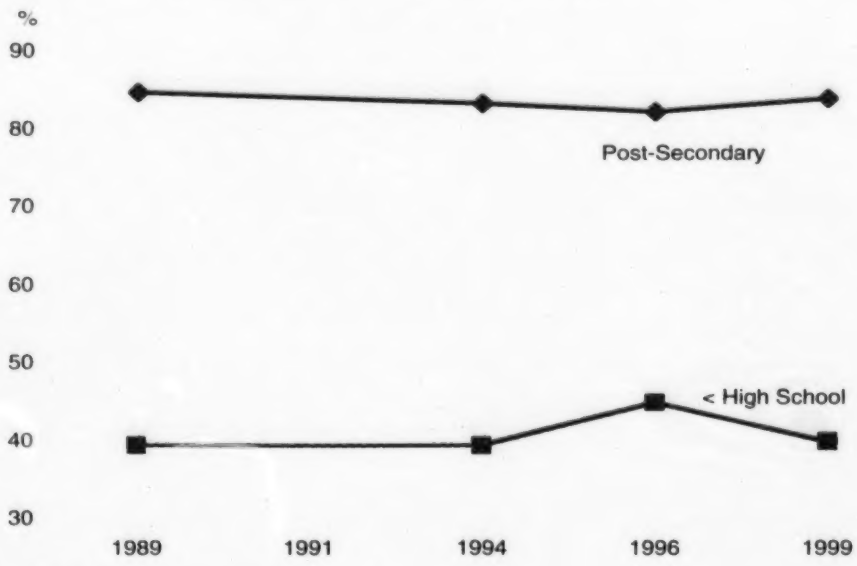


Looking at unemployment among those with post-secondary education, during winter 1999 an estimated 1,061 persons were both not working and actively looking for work, for an unemployment rate of 8.5%. This figure is much lower than the NWT average for winter 1999 of 13.7% unemployment. Further, the NWT unemployment rate for this education group was somewhat higher than the comparable rate nationally, which averaged 5.8% among persons with a post-secondary education.

Participation rates (%) for persons with post-secondary education have increased marginally since 1989 ...



While their employment rates are virtually unchanged (%) ...



Data for 1991 not available

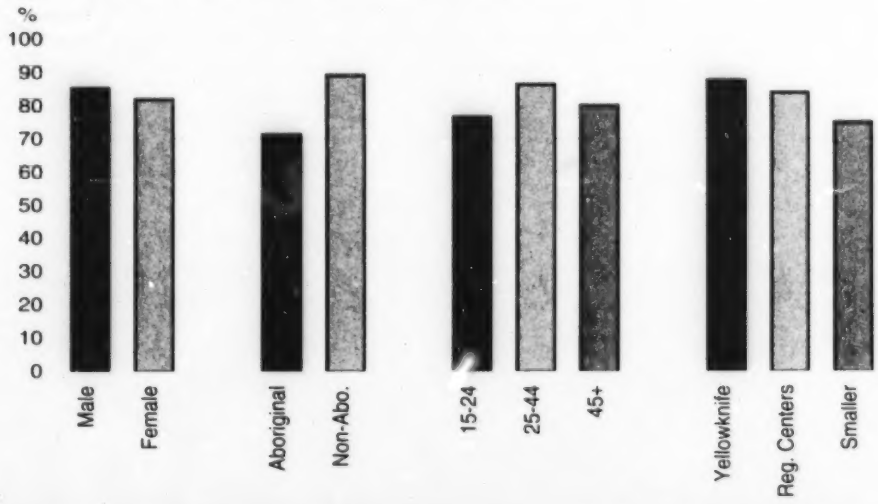
Selected Employment Rates for Persons with Post-Secondary Education

Employment rates for those with a post-secondary education (the percentage of persons with a job) differ by ethnicity, gender, age and community size.

A small employment rate differences is observed between aboriginal and non-aboriginals in this educational group. To illustrate, in winter 1999 the employment rate for non-aboriginals stood at 89.3% compared to 71.1% among aboriginal persons. This, in part, may be explained by the distribution between those with university and those with college or trades diplomas and certificates that may be seen in these two groups.

There was relatively little difference in the employment rate of persons with a post-secondary education for men (85.3%) compared to women (81.9%). Age was a greater factor, with an 86.3% employment rate for those 25 to 44 years of age, while only 76.6% percent of youth and 80.0% of older workers were employed. Like other groups, those with higher education are also more likely to have a job when they reside in the larger NWT centers, although not as significantly as those with less education. In Yellowknife, 87.6% of persons with post-secondary schooling were working during winter 1999, compared to 83.9% for Hay River, Fort Smith and Inuvik, and 75% in the remaining communities.

Employment rates (%) among persons with post-secondary education vary slightly depending upon ethnic group, age and community size...



Employment Patterns Among Persons with Post-Secondary Education

Persons with post-secondary schooling are more likely to be employed full-time. In winter 1999, an estimated 87.4% of employed persons with post-secondary worked full-time while 12.6% worked part-time. The corresponding statistics for the NWT overall were 84.8% full-time and 13.7% part-time workers. Nationally, persons with post-secondary education were more likely than their NWT counterparts to be working part-time (16.3%).

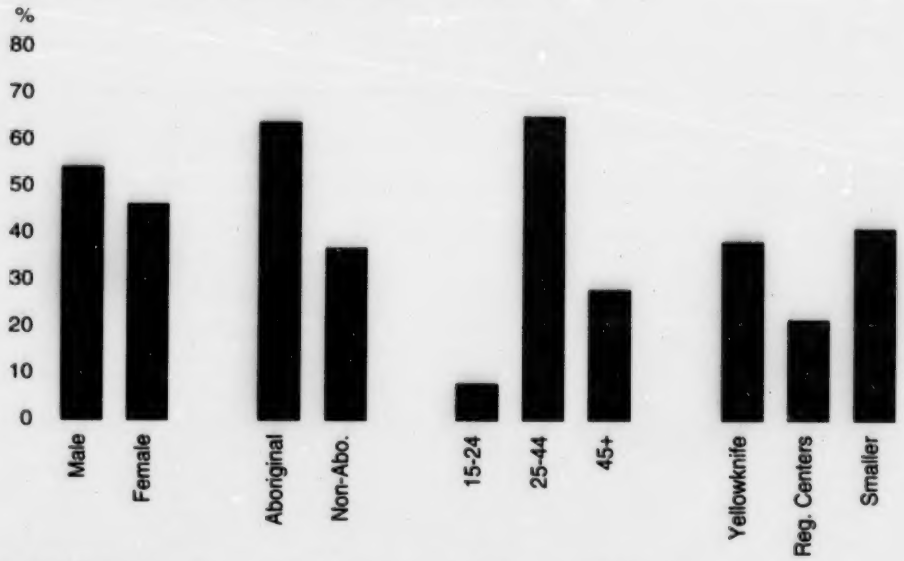
The top five occupations among persons with post-secondary education, totaling 23.4% of their employment, were Administrative Occupations, School Teachers, Policy & Program Officers, Paralegals &Social Service Workers and Registered Nurses. The top five industries, accounting for 42.1% of those with jobs, were Territorial Administration, Educational Services, Professional, Scientific & Technical Services, Federal Administration and Mining.

Potential Labour Supply for Persons with Post-Secondary Education

Potential labour supply is defined as those persons who are not working and who want a job. This definition includes both persons who are officially unemployed (i.e., looking for a job) and those who are not actively looking for work but want a job. The potential labour supply and its characteristics are an important consideration in labour market planning, as this group comprises those persons who are currently available for employment. The potential labour force is often the focus for job training and job creation programs.

For persons with post-secondary education, as with most groups, the potential labour force is higher than the official count of unemployed. In winter 1999, an estimated 1,425 persons were not working and also reported they wanted a job. Compared to the official unemployment estimate of 1,061 persons, the potential labour force figure was some 364 persons higher (or 34%).

The potential labour force (%) among those with post-secondary education is disproportionately male, aboriginal and 25- 44 years of age...



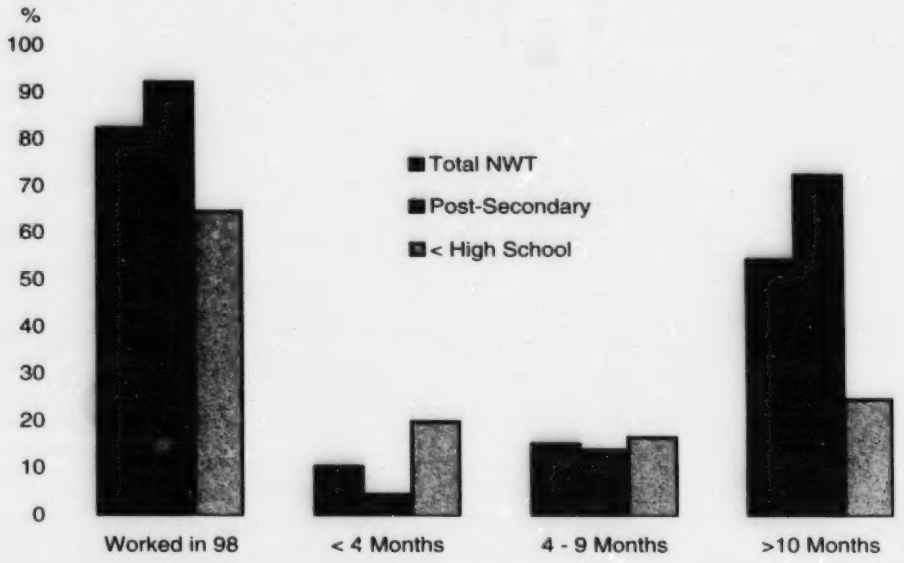
Among NWT persons, the potential labour supply is disproportionately:

- male (54.0%);
- aboriginal (63.5%);
- 25-44 years of age (48.4%); and
- living in the smaller communities (40.7%).

Annual Work Patterns for Persons with Post-Secondary Education

The 1999 NWT labour force asked about employment during the previous year. Those with a post-secondary education reported more persons had worked during 1998, some 92.4% compared to an NWT average of 82.6%. Further, half as may persons reported working less than four months, 4.7%, than the NWT average at 10.5%. An estimated 72.7% of persons with post-secondary schooling reported working ten months or more, compared to an NWT average of 54.5%.

Persons with post-secondary education who worked in 1998 (%) were employed during most months of the year ...



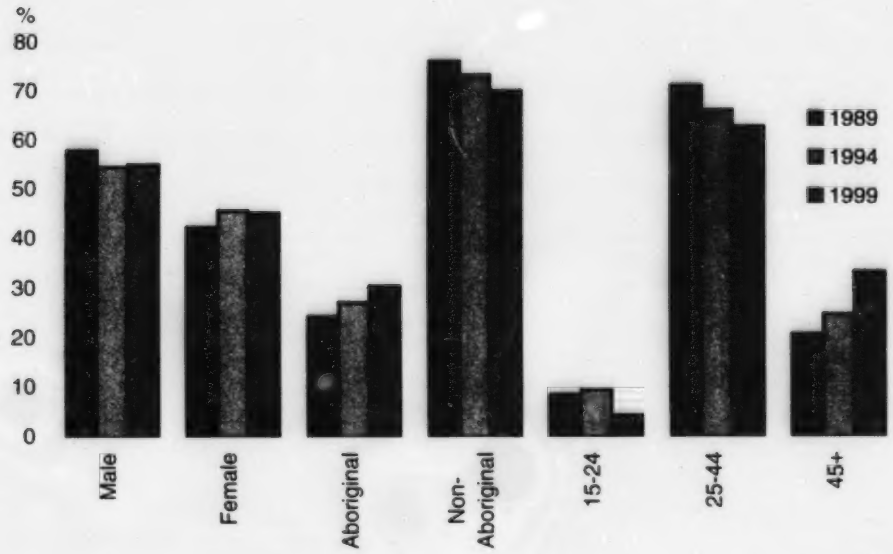
Historical Level of Education for Persons with a Post- Secondary

The overall percentage of persons with a post-secondary education as their highest level of education has increased from 39.9% in 1989, to 44.3% in 1994 to 46.5% in 1999. Overall, those with a university degree increased from 12.4% of the total population 15 and over in 1989 to 14.0% in 1999. Those with a college or trades certificate or diploma increased from 27.5% to 32.5% between 1989 and 1999.

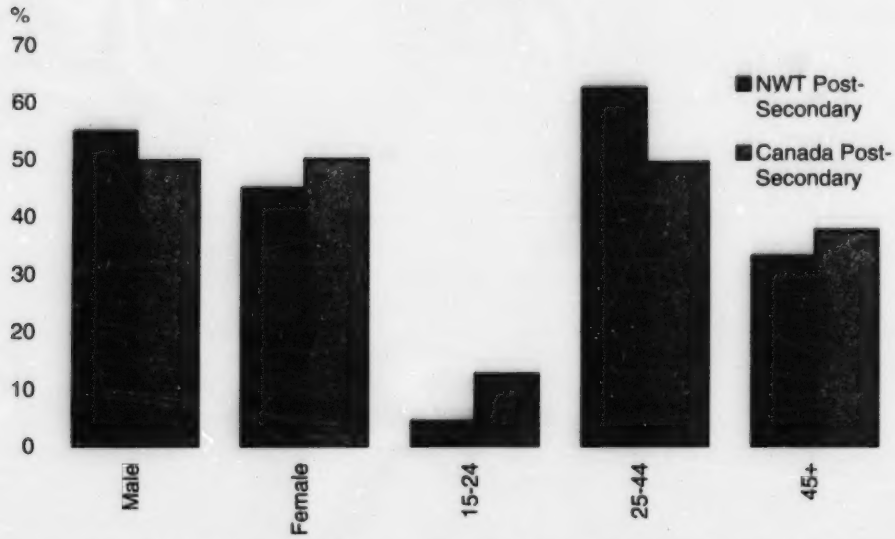
Examining the characteristics of those with a post-secondary education as their highest level of schooling shows a relatively steady pattern over time by gender and by community type. However aboriginal people represented 24.3% of people with a post-secondary education in the Northwest Territories in 1989, which has increased to 30.3% of this group in 1999.

Older territorial residents are also a larger share of this group. In 1989 those over 45 years of age represented 20.3% of those with post-secondary schooling compared with 33.1% of this group in 1999. this pattern reflects the impact of people going back to school and the increasing stability of non-aboriginal residents.

Aboriginal persons and older residents have increased their share of those persons with a post-secondary education ...



However, characteristics of NWT persons with post-secondary education were somewhat similar to those seen nationally ...



Comparing the characteristics of those in the Northwest Territories with a post-secondary education with the same group nationally shows that men comprise a somewhat larger share than in Canada, as does those between 25 and 44 years of age.

Appendix A
- Canada: Statistical Overview -

Canada, by Gender

Labour Force Activity

	Male	Female	All Persons
	(000's)	(000's)	(000's)
Population 15 Years & Over	11,768	12,201	23,969
Labour Force	8,534	7,187	15,721
Employed	7,866	6,665	14,531
Unemployed	668	522	1,190
Participation Rate	72.5%	58.9%	65.6%
Unemployment Rate	7.8%	7.3%	7.6%
Employment Rate	66.8%	54.6%	60.6%

Selected Employment Rates

	Male	Female	All Persons
15 - 24 Years	55.4%	53.9%	54.6%
25 - 44 Years	85.7%	74.3%	80.0%
45 Years & Over	53.4%	37.7%	45.1%
Less than Grade 9	31.3%	14.6%	22.5%
Grade 9 – 11	52.9%	36.4%	44.7%
High School Diploma	73.5%	58.9%	65.7%
Some Post-Secondary	67.6%	59.9%	63.6%
Certificate or Diploma	77.5%	67.1%	72.2%
University Degree	80.4%	76.5%	78.6%
1999	66.8%	54.6%	60.6%
1998	65.9%	53.8%	59.7%
1997	65.5%	52.7%	59.0%
1996	65.0%	52.1%	58.5%
1995	65.5%	52.3%	58.8%
1994	65.2%	51.9%	58.4%
1993	64.6%	51.6%	58.0%
1992	65.0%	52.0%	58.4%
1991	66.8%	52.7%	59.7%
1990	69.9%	53.7%	61.7%

Employed Persons

	Male		Female		All Persons	
	(000's)		(000's)		(000's)	
Employed Persons	7,866	100.0%	6,665	100.0%	14,531	100.0%
Full-Time	7,052	89.7%	4,797	72.0%	11,849	81.5%
Part-Time	814	10.3%	1,868	28.0%	2,682	18.5%

Potential Labour Supply

	Male		Female		All Persons	
	(000's)		(000's)		(000's)	
Not Working & Want a Job	668	100.0%	522	100.0%	1,190	100.0%
15 - 24 Years	206	30.8%	154	29.4%	359	30.2%
25 - 39 Years	304	45.5%	252	48.2%	556	46.7%
45 + Years	158	23.7%	117	22.4%	275	23.1%
Less than Grade 9	57	8.5%	30	5.8%	87	7.3%
Grade 9 - 11	185	27.7%	124	23.7%	309	25.9%
High School With Diploma	134	20.1%	110	21.1%	244	20.5%
Some Post-Secondary	64	9.6%	62	11.9%	127	10.6%
Certificate or Diploma	162	24.2%	137	26.3%	299	25.1%
University Degree	58	9.9%	58	11.2%	124	10.4%

Historical Highest Level of Schooling

	Male	Female	All Persons
1999	100.0%	100.0%	100.0%
Less than Grade 9	10.6%	11.4%	11.0%
Grade 9 - 11	18.8%	18.0%	18.4%
High School With Diploma	18.3%	20.1%	19.3%
Some Post-Secondary	8.8%	9.1%	8.9%
Certificate or Diploma	27.7%	27.6%	27.7%
University Degree	15.8%	13.8%	14.8%
1994	100.0%	100.0%	100.0%
Less than Grade 9	12.9%	13.5%	13.2%
Grade 9 - 11	21.1%	20.2%	20.6%
High School Diploma	18.5%	21.2%	19.9%
Some Post-Secondary	8.6%	8.8%	8.7%
Certificate or Diploma	24.4%	24.6%	24.5%
University Degree	14.6%	11.7%	13.1%
1990	100.0%	100.0%	100.0%
Less than Grade 9	14.7%	15.0%	14.9%
Grade 9 - 11	23.2%	22.8%	23.0%
High School With Diploma	18.7%	22.4%	20.6%
Some Post-Secondary	8.9%	8.9%	8.9%
Certificate or Diploma	22.0%	21.5%	21.8%
University Degree	12.4%	9.3%	10.8%

Canada, by Age Category

Labour Force Activity

	15 – 24 Yrs	25 – 44 Yrs	45 Yrs & Over	All Persons
	(000's)	(000's)	(000's)	(000's)
Population 15 Years & Over	4,038	9,541	10,930	23,969
Labour Force	2,566	8,190	4,965	15,721
Employed	2,206	7,635	4,690	14,531
Unemployed	359	556	275	1,190
Participation Rate	63.5%	85.8%	47.8%	65.5%
Unemployment Rate	14.0%	6.8%	5.5%	7.6%
Employment Rate	54.6%	80.0%	45.1%	60.6%

Selected Employment Rates

	15 – 24 Yrs	25 – 44 Yrs	45 Yrs & Over	All Persons
Male	55.4%	85.7%	53.4%	66.8%
Female	53.9%	74.3%	37.7%	54.6%
Less than Grade 9	25.9%	50.1%	18.0%	22.5%
Grade 9 – 11	39.6%	67.4%	34.8%	44.7%
High School Diploma	68.3%	79.0%	50.2%	65.7%
Some Post-Secondary	58.0%	77.0%	51.8%	63.6%
Certificate or Diploma	73.4%	84.4%	56.6%	72.2%
University Degree	72.0%	86.9%	68.0%	78.6%
1999	54.6%	80.0%	45.1%	60.6%
1998	52.5%	79.2%	44.2%	59.7%
1997	51.5%	78.1%	43.4%	59.0%
1996	52.7%	76.9%	42.4%	58.5%
1995	53.9%	76.8%	42.5%	58.8%
1994	53.8%	76.0%	42.1%	58.4%
1993	53.5%	75.4%	41.4%	58.0%
1992	54.9%	75.3%	41.4%	58.4%
1991	57.3%	76.9%	41.5%	59.7%
1990	61.1%	79.0%	42.3%	61.7%

Employed Persons

	15 – 24 Yrs		25 – 44 Yrs		45 Yrs & Over		All Persons	
	(000's)		(000's)		(000's)		(000's)	
Employed Persons	2,206	100.0%	7,635	100.0%	4,690	100.0%	14,531	100.0%
Full-Time	1,223	55.4%	6,660	87.2%	3,967	84.6%	11,849	81.5%
Part-Time	983	44.6%	975	12.8%	724	15.4%	2,682	18.5%

Potential Labour Supply

	15 – 24 Yrs		25 – 44 Yrs		45 Yrs & Over		All Persons	
	(000's)		(000's)		(000's)		(000's)	
Not Working & Want a Job	359	100.0%	556	100.0%	275	100.0%	1,190	100.0%
Male	206	57.3%	304	54.7%	158	57.6%	668	56.1%
Female	154	42.7%	252	45.3%	117	42.4%	522	43.9%
Less than Grade 9	18	5.0%	31	5.5%	39	14.0%	87	7.3%
Grade 9 - 11	155	43.2%	104	18.7%	50	18.0%	309	25.9%
High School With Diploma	75	20.8%	118	21.2%	52	18.7%	244	20.5%
Some Post-Secondary	56	15.5%	52	9.4%	18	6.6%	127	10.6%
Certificate or Diploma	46	12.7%	174	31.3%	80	29.0%	299	25.1%
University Degree	10	2.8%	77	13.8%	38	13.6%	124	10.4%

Historical Highest Level of Schooling

	15 – 24 Yrs	25 – 44 Yrs	45 Yrs & Over	All Persons
1999	100.0%	100.0%	100.0%	100.0%
Less than Grade 9	4.7%	3.4%	20.4%	11.0%
Grade 9 - 11	37.3%	11.7%	17.2%	18.4%
High School With Diploma	19.2%	21.0%	17.7%	19.3%
Some Post-Secondary	18.8%	8.5%	5.5%	8.9%
Certificate or Diploma	15.8%	35.0%	25.6%	27.7%
University Degree	4.2%	20.4%	13.7%	14.8%
1994	100.0%	100.0%	100.0%	100.0%
Less than Grade 9	4.7%	4.7%	25.7%	13.2%
Grade 9 - 11	38.2%	14.7%	19.2%	20.6%
High School Diploma	19.0%	22.5%	17.5%	19.9%
Some Post-Secondary	18.9%	8.6%	4.3%	8.7%
Certificate or Diploma	14.6%	31.3%	21.7%	24.5%
University Degree	4.6%	18.2%	11.6%	13.1%
1990	100.0%	100.0%	100.0%	100.0%
Less than Grade 9	5.3%	5.9%	29.6%	14.9%
Grade 9 - 11	38.4%	16.9%	22.6%	23.0%
High School With Diploma	20.9%	24.0%	16.7%	20.6%
Some Post-Secondary	17.7%	8.8%	4.7%	8.9%
Certificate or Diploma	14.2%	28.4%	18.0%	21.8%
University Degree	3.5%	16.1%	8.5%	10.8%

Canada, by Education Level

Labour Force Activity

	< High School	Post-Secondary	All Persons
	(000's)	(000's)	(000's)
Population 15 Years & Over	7,040	12,315	23,969
Labour Force	2,959	9,486	15,721
Employed	2,563	8,935	14,531
Unemployed	396	550	1,190
Participation Rate	42.0%	77.0%	65.5%
Unemployment Rate	13.4%	5.8%	7.6%
Employment Rate	36.4%	72.6%	60.6%

Selected Employment Rates

	< High School	Post-Secondary	All Persons
Male	45.1%	76.7%	66.8%
Female	28.0%	68.4%	54.6%
15 - 24 Years	38.1%	65.8%	54.6%
25 - 44 Years	63.6%	84.2%	80.0%
45 Years & Over	25.7%	59.5%	45.1%
1999	36.4%	72.6%	60.6%
1998	35.7%	72.3%	59.7%
1997	35.3%	71.4%	59.0%
1996	35.7%	71.4%	58.5%
1995	36.6%	72.0%	58.8%
1994	37.4%	71.5%	58.4%
1993	37.4%	71.5%	58.0%
1992	38.7%	72.0%	58.4%
1991	40.8%	73.6%	59.7%
1990	43.7%	74.9%	61.7%

Employed Persons

	< High School		Post-Secondary		All Persons	
	(000's)		(000's)		(000's)	
Employed Persons	2,563	100.0%	8,935	100%	14,531	100.0%
Full-Time	1,860	72.6%	7,477	83.7%	11,849	81.5%
Part-Time	703	27.4%	1,458	16.3%	2,682	18.5%

Potential Labour Supply

	< High School		Post-Secondary		All Persons	
	(000's)		(000's)		(000's)	
Not Working & Want a Job	396	100.0%	550	100.0%	1,190	100.0%
Male	241	61.0%	292	53.2%	668	56.1%
Female	154	39.0%	258	46.8%	522	43.9%
15 - 24 Years	173	43.7%	112	20.3%	359	30.2%
25 - 39 Years	135	34.0%	303	55.1%	556	46.7%
45 + Years	88	22.3%	136	24.6%	275	23.1%

Historical Highest Level of Schooling

	< High School	Post-Secondary	All Persons
1999	100.0%	100.0%	100.0%
Male	49.2%	49.9%	49.1%
Female	50.8%	50.1%	50.9%
15 -24 Years	24.1%	12.7%	16.8%
25 -44 Years	20.4%	49.5%	39.8%
45 Years & Over	55.5%	37.8%	43.3%
19941999	100.0%	100.0%	100.0%
Male	49.3%	50.3%	49.1%
Female	50.7%	49.7%	50.9%
15 -24 Years	22.1%	14.3%	17.4%
25 -44 Years	24.2%	52.9%	42.2%
45 Years & Over	53.7%	32.8%	40.4%
19901999	100.0%	100.0%	100.0%
Male	49.1%	51.2%	49.1%
Female	50.9%	48.8%	50.9%
15 -24 Years	21.3%	15.8%	18.5%
25 -44 Years	26.0%	55.5%	43.3%
45 Years & Over	52.6%	28.7%	38.2%

Appendix B
- Concepts & Definitions -

Labour Force

- refers to persons who were either employed or unemployed during the week prior to the survey.

Employed

- refers to persons who during the week prior to the survey: (i) did any work at all, excluding housework, maintenance around the home and volunteer work; or (ii) were absent from their job or business because of vacation, illness, on strike or locked out, etc.

Unemployed

- refers to persons who during the week prior to the survey: (i) were without work, had actively looked for work in the previous four weeks and were available for work; or (ii) had been on temporary lay-off and expected to return to their job; or (iii) had definite arrangements to start a new job within the next four weeks.

Participation Rate

- the percentage of persons 15 years of age and over who are in the labour force.

Unemployment Rate

- the percentage of the labour force who were unemployed during the week prior to the survey.

Employment Rate

- the percentage of persons 15 years of age and over who were employed during the week prior to the survey.

Working Age

- refers to persons 15 years of age and over.

Highest Level of Schooling

- in most surveys respondents are asked about their level of education. Highest level of schooling refers to the highest grade completed, or highest level of post-secondary completed. University is considered a higher level of education than other post-secondary. Further, a post-secondary diploma or certificate, regardless of grade completed in elementary or secondary school, is considered higher than a high school diploma.

Full-Time/Part-Time

- employed persons working 30 or more hours per week are considered full-time, while those working less than 30 hours per week are considered part-time.

Occupation

- refers to the Standard Occupation Classification (SOC) code for employed persons. The SOC reported is at the three digit level. This level contains some 138 occupations, of which 126 are present in the Northwest Territories based on the 1999 NWT Labour Force Survey.

Industry

- refers to the North American Industry Classification (NAICS) for employed persons. The NAICS code reported is at the three digit level. This level contains some 99 industries, of which 77 are present in the Northwest Territories based on the 1999 NWT Labour Force Survey.

Potential Labour Supply

- persons who are unemployed, that is not working, looking for work and available to take a job and those persons who are not in the labour force but indicated that they wanted a job are included in the potential labour supply of the Northwest Territories. Only the unemployed are included in the Canadian data.

- the potential labour supply provides an overview of person not working but wanting to work at the time of the survey. This is not to suggest that new employment opportunities could not be filled by those currently employed, but rather that this group is generally the target of training and employment programs.

Annual Work Patterns

- refers to whether a persons 15 years of age and over worked at a job or business at any time during 1998. The number of months of employment indicated the total number of months in which the person was employed. This does not necessarily mean they were employed for the entire month.